

Employ Prince George's - HB 650 Testimony - FAV.pd

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Position: FAV



EMPLOY PRINCE GEORGE'S
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Largo, Maryland 20774
www.employpg.org
(301) 618-8400
Walter L. Simmons, President

Bill Number:	House Bill 650
Title:	Labor and Employment – Apprenticeship Standards – Ratio of Apprentices to Journeypersons
Committee:	Economic Matters
Hearing Date:	February 21, 2024
Position:	FAVORABLE

Employ Prince George’s, Inc. (“EPG”) is a nonprofit organization based in Prince George’s County, Maryland. EPG serves as the Administrative and Fiscal Agent of the Prince George’s County Local Workforce Development Board and is responsible for regulating policy development and the administration of workforce activities related to services and programs funded by the federal Workforce Innovation & Opportunity Act (WIOA). Under the leadership of EPG, the Prince George’s County Local Workforce Development Area serves over 30,000 jobseekers and 4,000 businesses annually.

EPG is in strong support of House Bill 650. If enacted, this legislation would play a crucial role in advancing the ambitious goals set forth by the Apprenticeship 2030 Commission—namely, reaching 60,000 registered apprenticeships by the year 2030, as well as having 45% of high school graduates completing a registered apprenticeship by 2031. Without significant changes to the current landscape, we risk falling short of these targets.

Governor Moore has rightly emphasized the value of apprenticeships, making them a cornerstone of his administration’s priorities. Yet, under the existing framework in Maryland, achieving these goals remains a daunting challenge.

Simply put, HB 650 would expand the current apprentice-to-journeyworker ratio from 1:1 to 3:1 across all non-hazardous apprenticeship occupations. While concerns have been raised regarding worker safety, it is important to note that this bill deliberately excludes traditional apprenticeship occupations, such as those within the construction trades, where such considerations are paramount. Instead, the focus is on generally non-hazardous occupations such as accounting, information technology, food service, marketing, retail, lodging, and healthcare.

One of the primary barriers to apprenticeship participation, particularly for small businesses, is the administrative burden involved. Navigating regulations, paperwork, registering apprentices with relevant bodies, and covering tuition costs all pose significant challenges. Unlike larger businesses and traditional apprenticeship employers, small enterprises lack the support systems provided by unions and robust human resources departments, making the process even more cumbersome. The current 1:1 ratio simply does not incentivize small businesses to engage in apprenticeships, rendering them impractical and unfeasible.

Moreover, the issue extends beyond mere administrative hurdles; it’s also a matter of equity. Despite the availability of government funding for apprenticeship programs, these resources often fail to reach the small businesses that need them the most. By expanding the ratio, HB 650 would make apprenticeships a more viable option for small businesses, thereby promoting economic equity and opportunity.

Apprenticeships offer a compelling alternative to traditional higher education pathways. By earning a living wage from day one, apprentices can avoid the burden of student loan debt while acquiring valuable skills and qualifications sought after by employers. This is particularly significant for underserved communities, as apprenticeship programs actively recruit and support individuals from diverse backgrounds. By passing this bill, we can open more doors for women, minorities, and individuals with disabilities, fostering a more inclusive and equitable workforce.

In conclusion, HB 650 represents a critical step towards realizing the goals laid out by the Apprenticeship 2030 Commission. By expanding the apprentice-to-journeyworker ratio for non-hazardous apprenticeship occupations, we can empower small businesses, promote economic equity, and create pathways to success for individuals from all walks of life. Therefore, EPG respectfully urges a favorable report on HB 650.

MWA Support HB 650 (2024).pdf

Uploaded by: Brandon Butler

Position: FAV

MARYLAND WORKFORCE ASSOCIATION

Kirkland Murray, *President*
Brandon Butler, *Executive Director*
www.marylandworkforceassociation.org

MWA Members

Anne Arundel County
Anne Arundel Workforce
Development Corporation
Kirkland Murray, *Executive Director*

Baltimore City
Mayor's Office of Employment
Development
MacKenzie Garvin, *Director*

Baltimore County
Baltimore County Department of
Economic and Workforce
Development
Neishell Schyler, *WIOA Ops.
Manager*

Carroll County
Carroll County Workforce
Development
Heather Lee Powell, *Manager*

Frederick County
Frederick County Workforce
Services
Michelle Day, *Director*

Howard County
Howard County Office of Workforce
Development
Francine Trout, *Director*

Lower Shore
Lower Shore Workforce Alliance
(Somerset, Wicomico, & Worcester,
Counties)
Leslie Porter-Cabell, *Workforce
Director*

Montgomery County WorkSource
Montgomery, Inc. Anthony
Featherstone, *Executive Director*

Prince George's County
Prince George's County Workforce
Development Board Walter
Simmons, *Executive Director*

Southern Maryland
Southern Maryland Job Source
(Calvert, Charles, & St. Mary's
Counties)
Ruthy Davis, *Director*

Susquehanna Region
Susquehanna Workforce Network,
Inc. (Cecil & Harford Counties)
Kimberly Justus, *Executive Director*

Upper Shore
Upper Shore Workforce Investment
Board (Caroline, Dorchester, Kent,
Queen Anne's, & Talbot Counties)
Dan Schneckenburger, *Executive
Director*

Western Maryland
Western Maryland Consortium
(Allegany, Garrett &
Washington Counties)
Deborah Gilbert, *Executive Director*

February 5, 2023

The Honorable C.T. Wilson, Chair
House Economic Matters Committee
Room 231, House Office Building
Annapolis, Maryland 21401

Dear Chairmain Wilson and Members of the Committee:

The Maryland Workforce Association, an association of the thirteen Local Workforce Development Boards in Maryland, would like to express its SUPPORT of House Bill 650: Labor and Employment - Apprenticeship Standards - Ratio of Apprentices to Journeypersons

Maryland has a lofty goal to grow Registered Apprenticeship opportunities by 2030. Maryland's local workforce boards are here to assist by providing connections with Maryland's employers and jobseekers. However, in order to achieve Maryland's goal, systematic change needs to be made to the apprenticeship ratio for non-traditional apprenticeship opportunities. House Bill 650, and its companion legislation in the Senate, balances the need to grow apprenticeship opportunities and protect apprenticeship safety. For those reasons, we believe that this measure gives the public workforce system an important tool to meet the State's apprenticeship goal.

Thank you in advance for your time and consideration of this measure. We, again, respectfully request a favorable report of this bill. If you have any questions about the Association's support of this measure, please contact Brandon Butler, Maryland Workforce Association's Executive Director at mwaexecdirector@gmail.com.

Sincerely,


Kirkland Murray, *President*
Maryland Workforce Association

HB0650 FAV Rene.pdf

Uploaded by: David Duba

Position: FAV

Maryland General Assembly
Economic Matters Committee

Written Testimony of Bowie High Student Government Executive Board
Julien Rene, Treasurer

In SUPPORT of HB0650

“Labor and Employment - Apprenticeship Standards - Ratio of Apprentices to Journeypersons”

February 21, 2024 1:00 pm

Thank you Chair Wilson, Vice Chair Crosby, and Members of the Economic Matters Committee for the opportunity to submit written testimony in support of HB0650 Labor and Employment - Apprenticeship Standards - Ratio of Apprentices to Journeypersons.

My name is Julien Rene, I am a student at Bowie High School, and I support the apprenticeship bill (HB0650) before the economic matters committee. I am testifying about how this bill passing would greatly assist those around me. This bill would greatly assist in the proliferation of high quality alternative means of education for people in my community.

I have a friend who wants to go into trades after she graduates from high school. She is an undocumented immigrant who already has limited access to services we as citizens take for granted. It would be imperative for this apprenticeship bill to be passed so that she can have access to a concrete way of getting quality apprenticeships for her line of work. She wants to be an electrician and it would be a shame to see her opportunities stay limited for her future.

I thank anyone that reads this full testimony, as I personally find the well-being of those around me and in my community to be very important. Passing this bill would make going into trades a more attractive option for the people in my community. While I personally do not aspire to go into trades or other fields that require apprenticeships, I know many that do; and streamlining the process of achieving and moving forward with apprenticeships (via the passing of this bill) would be vital to the futures of career minded young people like my friend.

Thank you for your time and consideration.

HB650_Amendments.pdf

Uploaded by: Delegate Adrian Boaf

Position: FAV



HB0650/793924/1

AMENDMENTS
PREPARED
BY THE
DEPT. OF LEGISLATIVE
SERVICES

19 FEB 24
09:47:31

BY: Delegate Boafo
(To be offered in the Economic Matters Committee)

AMENDMENTS TO HOUSE BILL 650
(First Reading File Bill)

AMENDMENT NO. 1

On page 1, in line 5, strike “trade” and substitute “apprenticeship”; and in line 6, after “registered” insert “apprenticeship”.

AMENDMENT NO. 2

On page 1, in line 17, strike “**TRADE**” and substitute “**APPRENTICESHIP**”.

On pages 1 through 3, strike in their entirety the lines beginning with line 18 on page 1 through line 3 on page 3 and substitute:

- “(1) ACCOUNTING APPRENTICE;
- “(2) ACCOUNTING TECHNICIAN;
- “(3) ADMINISTRATIVE ASSISTANT;
- “(4) AGRICULTURAL SERVICE APPLICATOR;
- “(5) AGRONOMY ASSISTANT;
- “(6) APPLICATION DEVELOPER;
- “(7) APPRAISAL ASSISTANT;
- “(8) AUTO TECHNICIAN APPRENTICE;

- (9) AUTOMOBILE MECHANIC;**
- (10) AUTOMOTIVE ASSISTANT;**
- (11) AUTOMOTIVE BODY REPAIRER;**
- (12) AUTOMOTIVE TECHNICIAN;**
- (13) BIOCHEMIST ASSOCIATE;**
- (14) BIOLOGICAL TECHNICIAN;**
- (15) BIOMEDICAL TECHNICIAN;**
- (16) BIOPHARMACEUTICAL MANUFACTURING ASSOCIATE;**
- (17) BUSINESS ACCREDITATION SPECIALIST APPRENTICE;**
- (18) CATERING ASSOCIATE;**
- (19) CENTRAL STERILE PROCESSING TECHNICIAN;**
- (20) CHEF ASSISTANT;**
- (21) COLLISION TECHNICIAN APPRENTICE;**
- (22) COMMUNICATION MEDIA ARTS ASSISTANT;**

- (23) COMMUNICATION WEB SERVICES ASSISTANT;**
- (24) COMMUNITY HEALTH WORKER;**
- (25) CYBERSECURITY ANALYST;**
- (26) CYBERSECURITY CONSULTANT;**
- (27) DIESEL MECHANIC TECHNICIAN ASSISTANT;**
- (28) DIRECT SUPPORT PROFESSIONAL;**
- (29) ENVIRONMENTAL CARE SUPERVISOR;**
- (30) ENVIRONMENTAL SYSTEMS CONTROL OPERATOR;**
- (31) FACILITIES ASSOCIATE;**
- (32) GOVERNMENT BUSINESS DEVELOPMENT SPECIALIST;**
- (33) HOUSEKEEPING ASSOCIATE;**
- (34) INFORMATION ASSURANCE SPECIALIST;**
- (35) INFORMATION TECHNOLOGY SPECIALIST;**
- (36) KIT PRODUCTION TECHNICIAN APPRENTICE;**
- (37) LABORATORY TECHNICIAN ASSISTANT;**

- (38) LICENSED PRACTICAL NURSE;**
- (39) LINE COOK;**
- (40) LODGING MANAGER;**
- (41) MARKETING ASSISTANT;**
- (42) MEDICAL RECORDS ASSOCIATE;**
- (43) MERCHANDISE DISPLAYER;**
- (44) PATIENT CARE TECHNICIAN;**
- (45) PEER RECOVERY SPECIALIST;**
- (46) PHARMACY TECHNICIAN;**
- (47) PRE-ACCESS ASSISTANT;**
- (48) PREP COOK;**
- (49) RETAIL STORE MANAGER;**
- (50) SECURITY CONTROL ASSESSOR;**
- (51) SERVICE TECHNICIAN ASSISTANT;**

- (52) STERILE TECHNICIAN ASSISTANT;**
- (53) SURGICAL TECHNOLOGIST;**
- (54) SYSTEM SECURITY ANALYST;**
- (55) TABLE GAMES SUPERVISOR;**
- (56) TECHNICAL SUPPORT SPECIALIST; AND**
- (57) TRAINING AND DEVELOPMENT SPECIALIST.”.**

On page 3, in line 7, strike “TRADE” and substitute “APPRENTICESHIP”; in line 8, after “REGISTERED” insert “APPRENTICESHIP”; and in line 10, after “AN” insert “APPRENTICESHIP”.

HB650_Delegate_Boafo_Testimony.pdf

Uploaded by: Delegate Adrian Boafo

Position: FAV

ADRIAN BOAFO
Legislative District 23
Prince George's County

Economic Matters Committee



The Maryland House of Delegates
6 Bladen Street, Room 225
Annapolis, Maryland 21401
410-841-3047 • 301-858-3047
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Adrian.Boafo@house.state.md.us

THE MARYLAND HOUSE OF DELEGATES
ANNAPOLIS, MARYLAND 21401

Chairman C.T. Wilson
Economic Matters Committee
Room 231
House Office Building
Annapolis, Maryland 21401

Chairman Wilson, Vice-Chair Crosby and Members of the House Economic Matters Committee,

HB650 requires the Secretary of Labor to update the apprenticeship ratio from 1:1 to 3:1 for all newly registered non-traditional (non-construction trades) apprenticeships in Maryland.

There are 11,000 apprentices in Maryland - Governor Moore aims for 60,000 apprentices by 2030 and 45% of high school graduates enrolled in apprenticeships by 2031. Currently, this goal is not feasible with the majority of businesses in Maryland (84%) and specifically Prince George's County (89%) maintaining fewer than 20 employees.

With the current 1:1 ratio, these businesses would need to hire a full-time journeyworker for every apprentice they bring on. HB650 retroactively increases the ratio to 3:1 for about 30 currently registered apprenticeships. Crucially, this bill exempts newly registered apprenticeship occupations that the Department of Labor deems a safety risk. Employers are not mandated to use the 3:1 ratio and can use a lower ratio if they choose.

Unlike other work-based learning opportunities, apprenticeships offer structured job training, supplemental education, and mentorship, all while advancing students toward earning a competitive income. That is why I strongly urge a favorable report on HB650.

Thank you,

A handwritten signature in black ink, appearing to read "Adrian Boafo".

Delegate Adrian Boafo

HB650_Reprint.pdf

Uploaded by: Delegate Adrian Boaf

Position: FAV

UNOFFICIAL COPY OF HOUSE BILL 650

HOUSE BILL 650

K3

4r2057
CF SB 511

By: **Delegate Boafo**

Introduced and read first time: January 25, 2024

Assigned to: Economic Matters

A BILL ENTITLED

1 AN ACT concerning

2 **Labor and Employment - Apprenticeship Standards - Ratio of Apprentices to**
3 **Journeypersons**

4 FOR the purpose of requiring the Secretary of Labor to adopt regulations establishing a
5 certain ratio of apprentices to journeypersons for each nontraditional ~~trade~~ apprenticeship
6 occupation and newly registered apprenticeship occupation; and generally relating to apprenticeship
7 standards and ratios of apprentices to journeypersons.

8 BY adding to

9 Article - Labor and Employment

10 Section 11-410

11 Annotated Code of Maryland

12 (2016 Replacement Volume and 2023 Supplement)

13 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,

14 That the Laws of Maryland read as follows:

15 **Article - Labor and Employment**

16 **11-410.**

17 (A) IN THIS SECTION, "NONTRADITIONAL ~~TRADE~~ APPRENTICESHIP OCCUPATION"
18 MEANS:

18 ~~(1) ADDITIVE MANUFACTURING TECHNICIAN;~~

19 ~~(2) AUTOMOBILE MECHANIC;~~

20 ~~(3) BUILDING AUTOMATION TECHNICIAN;~~

21 ~~(4) CABINETMAKER;~~

2

UNOFFICIAL COPY OF HOUSE BILL 650

- 1 ~~(5) CHILD CARE DEVELOPMENT SPECIALIST;~~
- 2 ~~(6) COMPUTER PROGRAMMER, BUSINESS;~~
- 3 ~~(7) COMPUTER SUPPORT SPECIALIST;~~
- 4 ~~(8) CYBERSECURITY SPECIALIST;~~
- 5 ~~(9) DATA AND SCIENCE ANALYST;~~
- 6 ~~(10) DIGITAL AND SOCIAL MEDIA SPECIALIST;~~
- 7 ~~(11) ELECTRO-MEDICAL EQUIPMENT REPAIRER;~~
- 8 ~~(12) ENVIRONMENTAL CARE SUPERVISOR;~~
- 9 ~~(13) ENVIRONMENTAL SYSTEMS CONTROL OPERATOR;~~
- 10 ~~(14) FINANCIAL SPECIALIST;~~
- 11 ~~(15) GENERAL INSURANCE ASSOCIATE;~~
- 12 ~~(16) GRAPHIC DESIGNER;~~
- 13 ~~(17) HOUSING INSPECTOR;~~
- 14 ~~(18) INFORMATION TECHNOLOGY GENERALIST;~~
- 15 ~~(19) LODGING MANAGER;~~
- 16 ~~(20) MARYLAND OCCUPATIONAL SAFETY AND HEALTH INSPECTOR;~~
- 17 ~~(21) PROGRAMMER, ENGINEERING/SCIENTIFIC;~~
- 18 ~~(22) SECURE SOFTWARE PROGRAMMER;~~
- 19 ~~(23) SECURITY CONTROL ASSESSOR;~~
- 20 ~~(24) SYSTEM SECURITY ANALYST;~~
- 21 ~~(25) TECHNICAL SUPPORT SPECIALIST;~~

3

UNOFFICIAL COPY OF HOUSE BILL 650

1

~~(26) WASTEWATER TREATMENT TECHNICIAN;~~

2

~~(27) WATER PUMPING TECHNICIAN; AND~~

3

~~(28) WATER TREATMENT TECHNICIAN;~~**(1) ACCOUNTING APPRENTICE;****(2) ACCOUNTING TECHNICIAN;****(3) ADMINISTRATIVE ASSISTANT;****(4) AGRICULTURAL SERVICE APPLICATOR;****(5) AGRONOMY ASSISTANT;****(6) APPLICATION DEVELOPER;****(7) APPRAISAL ASSISTANT;****(8) AUTO TECHNICIAN APPRENTICE;****(9) AUTOMOBILE MECHANIC;****(10) AUTOMOTIVE ASSISTANT;****(11) AUTOMOTIVE BODY REPAIRER;****(12) AUTOMOTIVE TECHNICIAN;****(13) BIOCHEMIST ASSOCIATE;****(14) BIOLOGICAL TECHNICIAN;****(15) BIOMEDICAL TECHNICIAN;****(16) BIOPHARMACEUTICAL MANUFACTURING ASSOCIATE;****(17) BUSINESS ACCREDITATION SPECIALIST APPRENTICE;****(18) CATERING ASSOCIATE;****(19) CENTRAL STERILE PROCESSING TECHNICIAN;****(20) CHEF ASSISTANT;****(21) COLLISION TECHNICIAN APPRENTICE;****(22) COMMUNICATION MEDIA ARTS ASSISTANT;****(23) COMMUNICATION WEB SERVICES ASSISTANT;****(24) COMMUNITY HEALTH WORKER;****(25) CYBERSECURITY ANALYST;****(26) CYBERSECURITY CONSULTANT;****(27) DIESEL MECHANIC TECHNICIAN ASSISTANT;****(28) DIRECT SUPPORT PROFESSIONAL;**

- (29) ENVIRONMENTAL CARE SUPERVISOR;**
- (30) ENVIRONMENTAL SYSTEMS CONTROL OPERATOR;**
- (31) FACILITIES ASSOCIATE;**
- (32) GOVERNMENT BUSINESS DEVELOPMENT SPECIALIST;**
- (33) HOUSEKEEPING ASSOCIATE;**
- (34) INFORMATION ASSURANCE SPECIALIST;**
- (35) INFORMATION TECHNOLOGY SPECIALIST;**
- (36) KIT PRODUCTION TECHNICIAN APPRENTICE;**
- (37) LABORATORY TECHNICIAN ASSISTANT;**
- (38) LICENSED PRACTICAL NURSE;**
- (39) LINE COOK;**
- (40) LODGING MANAGER;**
- (41) MARKETING ASSISTANT;**
- (42) MEDICAL RECORDS ASSOCIATE;**
- (43) MERCHANDISE DISPLAYER;**
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- (48) PREP COOK;**
- (49) RETAIL STORE MANAGER;**
- (50) SECURITY CONTROL ASSESSOR;**
- (51) SERVICE TECHNICIAN ASSISTANT;**
- (52) STERILE TECHNICIAN ASSISTANT;**
- (53) SURGICAL TECHNOLOGIST;**
- (54) SYSTEM SECURITY ANALYST;**
- (55) TABLE GAMES SUPERVISOR;**
- (56) TECHNICAL SUPPORT SPECIALIST; AND**
- (57) TRAINING AND DEVELOPMENT SPECIALIST.**

4 (B) (1) SUBJECT TO PARAGRAPH (2) OF THIS SUBSECTION, THE
5 SECRETARY SHALL ADOPT REGULATIONS ESTABLISHING A RATIO OF THREE
6 APPRENTICES TO ONE JOURNEYPEPERSON FOR:

- 7 (I) EACH NONTRADITIONAL ~~TRADE~~ APPRENTICESHIP OCCUPATION; AND
- 8 (II) EACH NEWLY REGISTERED APPRENTICESHIP OCCUPATION.

9 **(2) PARAGRAPH (1) OF THIS SUBSECTION DOES NOT APPLY WITH**
10 **RESPECT TO AN APPRENTICESHIP OCCUPATION FOR WHICH THE COUNCIL OR DIVISION HAS**
11 **DETERMINED THAT THE RATIO REQUIRED UNDER PARAGRAPH (1) OF THIS**
12 **SUBSECTION POSES A RISK TO THE SAFETY OF WORKERS IN THE WORKPLACE.**

13 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect
14 October 1, 2024.

HB0650_OCChamber_Thompson_FAV.pdf

Uploaded by: DENNIS RASMUSSEN

Position: FAV



Ocean City, Maryland Chamber of Commerce

410-213-0144 info@oceancity.org
oceancity.org 12320 Ocean Gateway, Ocean City, MD 21842

TESTIMONY OFFERED ON BEHALF OF THE GREATER OCEAN CITY MARYLAND CHAMBER OF COMMERCE

IN SUPPORT OF:

HB0650 – Labor and Employment – Apprenticeship Standards – Ratio of Apprentices to Journeypersons

Before:

House Economic Matter Committee

Hearing: 2/21/24 at 1:00 PM

The Greater Ocean City Chamber of Commerce, representing more than 700 regional businesses and job creators, **SUPPORTS House Bill HB0650 – Labor and Employment - Apprenticeship Standards - Ratio of Apprentices to Journeypersons.**

The Maryland Department of Labor’s current standard of 1 apprentice to 1 journey worker ratio (1:1 ratio) is appropriate to ensure the safety of apprentices in the building trades and those working in unsafe and hazardous occupations. This 1:1 ratio is being held as the standard for administrative, IT, media, bioscience, healthcare, finance, and many other non-traditional occupations that don’t have safety issues as well. Making these employers, and apprenticeship sponsors, apply for waivers (that can take 4 – 8 months) to employ more than one apprenticeship per journey worker in occupations that are safe and growing is limiting the economic success of small businesses, and our local economies. This policy is also limiting these businesses from accessing millions of dollars in apprenticeship funds to develop their staff and labor forces.

We are requesting the Maryland Department of Labor adjust the ratio for non-traditional, and non-hazardous/building trades, occupations to 3 apprentices to 1 journeywork (3:1 ratio) to create a more appropriate and small business-friendly apprenticeship ratio in Maryland.

The Greater Ocean City Chamber respectfully requests a **FAVORABLE COMMITTEE REPORT for HB0650.**

2/19/2024

HB0650

Please feel free to contact the Chamber directly at 410-213-0144, or Dennis F. Rasmussen, dfr@rasmussengrp.net at 410-303-3658 should you have any questions.

Respectfully submitted,

Amy Thompson
Executive Director
amy@oceancity.org

Joe Schanno
Legislative Committee Chair
joe.schanno@gmail.com

Final-Testimony-Senate Bill 0511-House Bill 0650-

Uploaded by: Falecia D. Williams

Position: FAV



**SENATE
FINANCE COMMITTEE
Senator Pamela Beidle, Chair
February 22, 2024**

**HOUSE
ECONOMIC MATTERS COMMITTEE
Delegate CT Wilson, Chair
February 21, 2024**

TESTIMONY

**Submitted by
Dr. Falecia D. Williams, President**

Senate Bill 0511/House Bill 0650- Labor and Employment - Apprenticeship Standards - Ratio of Apprentices to Journeypersons

Position: Favorable

As the President of Prince George's Community College, I support Senate Bill 0511/House Bill 0650 - Labor and Employment - Apprenticeship Standards - Ratio of Apprentices to Journeypersons. This legislation tackles critical issues surrounding labor and employment, particularly apprenticeship standards, and aligns seamlessly with our commitment to workforce development and economic prosperity.

At our institution, we prioritize offering top-tier education and training programs tailored to meet the demands of today's ever-evolving job market. However, we recognize the challenges faced by small businesses, especially those unable to afford hiring one apprentice at a time. With over 80% of Maryland businesses and over 90% of Prince George's County businesses having fewer than 49 employees, it is imperative to increase access to registered apprenticeships. This bill's proposal to adjust the ratio from 1:1 to a more feasible 3:1 will enable small businesses to leverage the benefits and funding of apprenticeship programs, fostering growth and opportunity within our communities.

Moreover, addressing the rising youth unemployment and crime rates necessitates proactive measures. By expanding access to apprenticeships and livable wage careers, particularly for youth and young adults, we can effectively combat the root causes of these issues. Many of these individuals possess the potential to excel in non-traditional apprenticeship occupations. Adjusting the ratio to 3:1 will create enhanced opportunities, diverting youth away from crime and violence and towards meaningful economic pathways.

Furthermore, non-traditional occupations present promising avenues for various marginalized populations, including immigrants, high school graduates, English language learners, and returning citizens. Increasing the apprenticeship ratio from 3:1 opens doors to livable wage employment, empowering these communities to overcome barriers and thrive in the workforce.



PRINCE GEORGE'S
COMMUNITY COLLEGE

pgcc.edu

In conclusion, I urge you to support Senate Bill 0511/House Bill 0650 as a critical step towards strengthening our apprenticeship programs and advancing our workforce development efforts.

Sincerely,

Falecia D. Williams, Ed.D.
President
Prince George's Community College

HB 650_MDCC_Labor and Employment - Apprenticeship

Uploaded by: Hannah Allen

Position: FAV



LEGISLATIVE POSITION:

Favorable

House Bill 650 – Labor and Employment - Apprenticeship Standards - Ratio of Apprentices to Journeypersons

House Economic Matters Committee

Wednesday, February 21, 2024

Dear Chairman Wilson and Members of the Committee:

Founded in 1968, the Maryland Chamber of Commerce is the leading voice for business in Maryland. We are a statewide coalition of more than 6,800 members and federated partners working to develop and promote strong public policy that ensures sustained economic health and growth for Maryland businesses, employees, and families.

HB650 seeks to expand the apprentice-to-journeyperson ratio in non-hazardous occupations in Maryland. The Chamber is invested in the economic prosperity and workforce development of our state and we believe that this legislation presents a critical opportunity to address current challenges and advance our shared goals for apprenticeship programs.

The Apprenticeship 2030 Commission set ambitious targets for the expansion of registered apprenticeships in Maryland, aiming for 60,000 registered apprenticeships by 2030 and 45% of high school graduates to complete a registered apprenticeship by 2031. However, the current apprenticeship landscape in Maryland falls short of meeting those goals.

Expanding the apprentice-to-journeyperson ratio from 1:1 to 3:1 is a crucial step and advancement in enhancing the accessibility and feasibility for apprenticeships, especially for small businesses. The adjustment enables employers to train multiple apprentices with reduced administrative obligations per apprentice, thereby lessening the administrative burden and rendering participation in registered apprenticeship programs. A higher apprentice-to-journeyperson ratio not only enhances cost-effectiveness but also fosters increased flexibility for employers in workforce planning. By training multiple apprentices simultaneously, businesses can spread training costs across a larger cohort, maximizing returns on their investment in workforce development. This flexibility enables employers to adjust apprenticeship intake according to business needs, ensuring efficient utilization of resources and encouraging greater participation in apprenticeship programs. HB 650 would result in broader participation from a diverse range of employers, enabling tailored programs that address specific skill requirements, industry needs, and workforce demands. This alignment ensures that apprentices receive training that is relevant and valuable, contributing to a skilled workforce equipped to meet the challenges of today's labor market.

Moreover, expanding apprenticeship opportunities is not only beneficial for businesses but also addresses equity concerns and promotes economic mobility. Apprenticeships offer individuals an alternative pathway to traditional 2- or 4-year college degrees, allowing them to earn a living

wage from day one without accruing student loan debt. Apprenticeships also provide valuable skills and qualifications that are in high demand by employers, making them a powerful tool for workforce development, in turn advancing Maryland's economic development goals.

For these reasons, the Maryland Chamber of Commerce respectfully requests a **Favorable Report** on **HB 650**.

MDCHAMBER.ORG

60 West Street, Suite 100, Annapolis 21401 | 410-269-0642



HB 650_Labor and Employment - Apprenticeship Stand

Uploaded by: Jake Whitaker

Position: FAV



Maryland
Hospital Association

House Bill 650- Labor and Employment - Apprenticeship Standards - Ratio of Apprentices to Journeypersons

Position: Support

February 21, 2024

House Economic Matters Committee

MHA Position

On behalf of the Maryland Hospital Association's (MHA) member hospitals and health systems, we appreciate the opportunity to comment in support of House Bill 650.

Maryland hospitals continue to experience workforce shortages. Registered nurses (RNs), licensed practical nurses (LPNs), and nursing assistants make up 59% of the hospital workforce. The latest data show the positions with the highest vacancy rates in Maryland hospitals are:

- Surgical technicians, 17.8%
- Licensed practical nurses (LPN), 16.8%
- Nurse practitioners, 12.3%
- Registered nurses (RN), 12.1%

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. One recommendation is to remove barriers to education to expand and grow a diverse and talented workforce. States nationwide are investing in earn as you learn programs and apprenticeships to help curb health care workforce shortages.

Many hospital positions with the highest vacancies require one- or two-year degrees or a certification. Maryland community colleges stepped up to help the health care field by creating additional pathways to health care education. For example, Howard County Community College partnered with several hospitals to launch [apprenticeships for licensed practical nurses and surgical technicians](#).¹

House Bill 650 is a step in the right direction to support the health care field and others as more "non-traditional" occupations adopt the apprenticeship model. This bill increases the ratio of apprentices to journeymen. This will provide more flexibility for occupations with different models of supervision. This flexibility will pave the way for more apprenticeships in "non-traditional" occupations, including in health care.

¹ Business Monthly. "[HCC Partners with Hospitals on Apprenticeship Programs](#)." (Dec. 1, 2022).

For these reasons, we request a *favorable* report on HB 650.

For more information, please contact:
Jake Whitaker, Director, Government Affairs
Jwhitaker@mhaonline.org

1199SEIU Training and Employment Funds - HB 650 Te

Uploaded by: Joshua Harrold

Position: FAV



1199SEIU TRAINING AND EMPLOYMENT FUNDS • MD/DC

611 North Eutaw Street • Baltimore, MD 21201 • Tel (410) 752 - 4068 • Fax (410) 752-4159 • 1199SEIUBenefits.org

February 5, 2024

Delegate Adrian Boafo
225 Lowe House Office Building
6 Bladen Street
Annapolis, MD 21401

RE: House Bill 650/Senate Bill 511 - Labor and Employment - Apprenticeship Standards - Ratio of Apprentices to Journeypersons

Delegate Boafo,

I am writing to express my support of House Bill 650/Senate Bill 511. Mentors are an important part of Registered Apprenticeship Programs. These mentors support apprentices with on-the-job education through effective communication and guidance. Due to the certifications and job knowledge that the mentor poses they are uniquely qualified to provide opportunities for the apprentices to develop much needed knowledge and skills. Finding the right seasoned worker to serve as a mentor to the apprentice is of great importance. This can be difficult, asking your staff to continue their normal day-to-day assignments, while also serving as a mentor to newly onboarded team members. The 1199SEIU Training and Employment Fund has found it very beneficial to enroll prospective mentors in workshops that prepare them to be most effective in this new role.

Current standards require a one-to-one mentor to apprentice ratio. Meaning that for every apprentice you wish to engage you must have a seasoned worker who can work closely with that apprentice. This ratio limits the number of apprentices that a company can sponsor. We understand the Covid-19 global pandemic had lasting effects on the American workforce and Registered Apprenticeship were among workforce programs impacted. A study conducted by the Urban Institute and Mathematica, How the COVID-19 Pandemic Affected State Apprenticeship Systems, pointed out that one of those effects was experienced regarding the mentorship aspect of Registered Apprenticeships. ¹"In discussions for this study, two states described challenges with meeting the required mentorship apprentice ratio for OJL, which occurs concurrently with or after the apprentice completes their related technical instruction."

We believe, when there is no evidence of added safety risks to the employees, that increasing the mentor to apprentice ratio from 1:1 to 1:3 is a favorable change. Making this change will

¹ <https://www.dol.gov/sites/dolgov/files/OASP/evaluation/pdf/How-the-COVID-19-pandemic-affected-state-apprenticeship-systems-final-v2-508.pdf>



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increase the employment opportunities for these Marylanders in need of training opportunities leading to higher paying employment and assist Maryland to meet its Apprenticeship 2030 goals, further increasing the utilization of the Registered Apprenticeship model by employers to address their workforce shortages.

I am happy to lend my support to House Bill 650/Senate Bill 511, changing the mentor to apprentice ratio from 1:1 to 1:3. Please let me know if you have any questions regarding my support of this legislation.

Best regards,

A handwritten signature in black ink that reads "Joshua Harrold". The signature is written in a cursive, flowing style.

Joshua Harrold, MBA

Regional Director

TEF Regional Funds | Maryland/DC Region

1199SEIU Training and Employment Funds

611 N Eutaw Street | Baltimore, MD 21201

8201 Corporate Drive Suite 1200 | Hyattsville, MD 20785

Desk: 410.752.4068 | Mobile: 443.462.8763

joshua.harrold@1199Funds.org

1199seiubenefits.org/TEF

Jordan Peer Recovery - House Bill 650 Testimony -

Uploaded by: Stephanie Strianse

Position: FAV



DR MASICA JORDAN LLC
JORDAN PEER RECOVERY
12138 Central Ave Suite 878
Mitchellville, MD 20721

Chairman, Members of the Committee,

I am honored to represent Jordan Peer Recovery today in support of House Bill 650, which proposes to increase the apprentice-to-journeyworker ratio. Jordan Peer Recovery is an organization deeply committed to training peer recovery specialists to support individuals recovering from serious mental health issues, substance use disorders, or co-occurring behavioral health concerns across Maryland.

House Bill 650 presents a critical opportunity for our organization and for the individuals we serve. The proposed increase in the apprentice-to-journeyworker ratio would significantly benefit Jordan Peer Recovery, allowing us to expand our capacity to train more peer recovery specialists. This expansion is urgently needed to address the growing demand for qualified professionals in the field of peer recovery support.

It's important to emphasize that a 3:1 ratio, as proposed in this bill, would not compromise the quality of education provided by Jordan Peer Recovery. On the contrary, it would enhance our ability to deliver comprehensive and effective training to aspiring peer recovery specialists. By allowing for more apprentices to work alongside experienced journeyworkers, we can provide a richer learning experience that encompasses both theoretical knowledge and practical skills.

The need for peer recovery specialists in Maryland is greater than ever before. The state is facing a significant rise in individuals grappling with mental health issues, substance use disorders, and co-occurring behavioral health concerns. Peer recovery specialists play a vital role in supporting these individuals on their journey to recovery, offering empathy, understanding, and invaluable lived experience.

Expanding the apprentice-to-journeyworker ratio would enable Jordan Peer Recovery to train a larger number of competent and compassionate peer recovery specialists. These individuals will go on to serve their communities, offering hope and assistance to those in need of support. By investing in the training of peer recovery specialists, we are investing in the well-being of all Marylanders affected by mental health and substance use challenges.

In conclusion, I urge the committee to support House Bill 650 and recognize the importance of increasing the apprentice-to-journeyworker ratio. By doing so, we can empower organizations like Jordan Peer Recovery to meet the growing demand for peer recovery support services and ensure that all Marylanders have access to the care and assistance they need on their path to recovery.

Thank you for considering our testimony and for your commitment to improving the lives of individuals and families across Maryland.

Sincerely,

A handwritten signature in black ink, appearing to read "Dr. Masica Jordan Alston". The signature is fluid and cursive, written over a faint, large watermark of the Jordan Peer Recovery logo.

Dr. Masica Jordan Alston, CEO

HB 650_AFSCME3_UNF.pdf

Uploaded by: Denise Gilmore

Position: UNF



190 W. Ostend St., #101
Baltimore, MD 21230
Phone: 410-547-1515
Email: info@afscmemd.org

Patrick Moran – President

**HB 650 - Labor and Employment - Apprenticeship Standards –
Ratio of Apprentices to Journeypersons
Economic Matters Committee
January 17, 2024**

UNFAVORABLE

AFSCME Council 3 opposes HB 650. This legislation increases the journeyman to apprentice ratio up to 1:3 for “nontraditional” occupations and new apprenticeship programs developed. One of the key components to apprenticeships, and a part of what makes them so effective in producing long-term employee retention is the one-on-one training that apprentices receive while they are completing their program. HB 650 waters this down by trying to do apprenticeship programs on the cheap, rather than staffing them correctly with the proper amount of one journeyman assigned to each apprentice.

We support the development of apprenticeships, and we feel strongly that we should value *quality over quantity* as we strive forward towards our very ambitious goal of 60,000 registered apprentices. We shouldn’t cut corners, qualifications, or ratios to establish apprenticeship programs in our state and local governments.

For these reasons, we respectfully request that the committee provide an unfavorable report on HB 650.

HB 650 - Labor and Employment - Apprenticeship Sta

Uploaded by: Donna Edwards

Position: UNF



MARYLAND STATE & D.C. AFL-CIO

AFFILIATED WITH NATIONAL AFL-CIO

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Balto. (410) 269-1940 • Fax (410) 280-2956

President

Donna S. Edwards

Secretary-Treasurer

Gerald W. Jackson

**HB 650 - Labor and Employment - Apprenticeship Standards - Ratio of Apprentices
to Journeypersons
House Economic Matters Committee
February 21, 2024**

OPPOSE

**Donna S. Edwards
President**

Maryland State and DC AFL-CIO

Chairman and members of the Committee, thank you for the opportunity to submit testimony in opposition to HB 650. 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.

HB 650 raises the ratio of apprentices to journeymen to 3 to 1 in "nontraditional" trade occupations and each newly registered occupation moving forward. The bill further invents nontraditional trade occupation as one of 28 specified occupations listed in the bill, some of which already have existing apprenticeship programs throughout the country. HB 650 effectively strikes the current Maryland Apprenticeship Training Council evaluation process to review, consider, and potentially approve applications seeking ratios other than one to one.

The bill includes language in (B)(2) that exempts the 3 to 1 ratio from future occupations where the ratio may pose "a risk to the safety of workers in the workplace." This language is a recognition that excess apprentices will not be able to be properly supervised in safety sensitive positions. Despite that recognition in the bill, the proposed list of occupations defined as nontraditional includes several dangerous jobs that may be made even more dangerous by the new ratio.

Workers at wastewater treatment plants face danger every day. There were five deaths in 2020. In 2019, Trina Cunningham died after she fell through a walkway. The Maryland Occupational Safety & Health Administration issued a report finding that, "Employees were exposed to inhalation, fire, and explosion hazards from toxic atmospheric gases such as hydrogen sulfide, methane and carbon monoxide ... the ventilation system was inoperable, electrical equipment was damaged ... gas sensors were broken."¹

¹ Barry Simms, "State report details serious safety issues at facility where DPW employee died." WBAL-TV. November 2019.

The bill also proposes additive manufacturing technicians as explicitly nontraditional occupations. Industrial additive manufacturing can use flammable and combustible liquids and are at increased risk for inhalation of fine powders.² One report argued that, “[Additive Manufacturing] also presents unique potential occupational health and safety challenges due to the variety of processes, the increasing use of novel materials and processes, and characteristics particular to places and purposes for which it is used.”³

Even automobile mechanics, which are not a “nontraditional” occupation considering there are apprenticeship programs for them already operating in Maryland, will be at risk of dealing with high voltage automobile batteries in the future. The Scientific American reported that, “Battery repair is dangerous and shouldn’t be attempted at home or by novices, experts say. If battery cells are damaged during a repair attempt, it can cause a short circuit that leads to a fire or explosion. If the person attempting the repair isn’t wearing the proper high-voltage gloves, they could be electrocuted. ‘You’d be playing with fire’ if you didn’t know what you were doing, said John Mathna... noting that some e-bike batteries contain enough current to kill someone. At a bare minimum, battery repair requires high-voltage training, electrical experience, personal protective equipment, and ‘a baseline understanding of the architectures and how the battery works.’”⁴

The bill’s recognition of decreased safety with increased apprentices under the supervision of a single journeyman and the need for exemptions to the proposed 3 to 1 ratio rings hollow when it fails to extend the same protections to the proposed nontraditional occupations that are already dangerous.

COMAR 09.12.43.05 (H) reads, “(1) Each program shall have a minimum ratio of one journeyman regularly employed for one apprentice consistent with proper supervision, training, and continuity of employment and applicable provisions in collective bargaining agreements. (2) Deviation from the minimum ratio, including the bargaining agreements, is not permitted unless first submitted to the Council in writing for its approval.” HB 650 removes the valuable oversight of the Maryland Apprenticeship and Training Council over programs to determine whether higher ratios really benefit the apprentices and the state’s interest.

Proposals to water down apprenticeship ratios are not new. The Maryland State and DC AFL-CIO participated in the Apprenticeship 2030 Commission along with representatives of AFT-MD, AFSCME MD, and the Baltimore DC Building Trades. One commission working group suggested changing apprenticeship ratios to 1 apprentice to 20 journeymen. These proposals are dangerous and threaten changing apprenticeship programs from high quality on the job training to low-wage workforce training options with limited opportunities to learn from experienced journeymen.

We urge an unfavorable report on HB 650.

² NIOSH, “Additive Manufacturing/3D Printing.” August 2019.

³ Roth, Gary A et al. “Potential occupational hazards of additive manufacturing.” *Journal of occupational and environmental hygiene* vol. 16,5 (2019): 321-328. doi:10.1080/15459624.2019.1591627

⁴ Maddie Stone, “EV Batteries Are Dangerous to Repair. Here’s Why Mechanics Are Doing So Anyway.” *Scientific American*. December 25, 2023.

HB650_LOO_Labor and Employment - Apprenticeship St

Uploaded by: Kevin O'Keeffe

Position: UNF



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8751 Freestate Drive
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Laurel, MD 20723

February 21, 2024

To: Members of House Economic Matters Committee

From: Independent Electrical Contractors (IEC) Chesapeake

Re: Oppose House Bill (HB) 650 – Labor and Employment - Apprenticeship Standards - Ratio of Apprentices to Journeypersons

Independent Electrical Contractors (IEC) Chesapeake represents more than 200 electrical and low voltage businesses who employ approximately 15,000 workers in the mid-Atlantic region. In addition, IEC Chesapeake has more than 1,000 electrical apprentices.

IEC Chesapeake opposes HB 650 which establishes 28 new apprentice occupations which would have a ratio of 3 apprentices to one journeyperson. The policy of establishing occupations with apprentices and a corresponding ratio of 3 apprentices to one journeyperson should be left to the Maryland Apprenticeship and Training Council (MATC). MATC is a twelve member body with 5 members representing employee organizations and 5 members representing employers. In addition, two members of MATC are chosen from the general public. MATC formulates apprenticeship policies and determines which skilled trades should have apprentices. MATC also adopts standards that safeguard the welfare of all apprentices. Determining which professions should have apprentices should remain with MATC and not be determined by the Maryland General Assembly. MATC has the experience and expertise to best establish apprenticeship policy in Maryland.

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.



HB650 Opposed.pdf

Uploaded by: Rico Albacarys

Position: UNF

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS - LOCAL UNION No. 24

AFFILIATED WITH:

Baltimore-D.C. Metro Building Trades Council - AFL-CIO
Baltimore Port Council
Baltimore Metro Council - AFL-CIO
Central MD Labor Council - AFL-CIO
Del-Mar-Va Labor Council - AFL-CIO
Maryland State - D.C. - AFL-CIO
National Safety Council



C. SAMUEL CURRERI, President
DAVID W. SPRINGHAM, JR., Recording Secretary
JEROME T. MILLER, Financial Secretary
MICHAEL J. MCHALE, Business Manager

OFFICE:
2701 W. PATAPSCO AVENUE
SUITE 200

AFL-CIO-CLC

BALTIMORE, MARYLAND 21230

Phone: 410-247-5511
FAX: 410-536-4338

Written Testimony of

Rico Albacarys, Assistant Business Agent, IBEW LOCAL 24

Before the House Economic Matters Committee On

HB 650 Labor and Employment – Apprenticeship Standards – Ratio of Apprentices
to Journeymen

Opposed

February 19, 2024

Chairman Wilson and Committee Members,

My name is Rico Albacarys and I am a member and employee of IBEW Local 24, writing to express my **opposition** to **HB 650**. Increasing the apprentice to journeyman ratio will compromise safety and training quality. One journeyman supervising three apprentices would strain guidance and oversight, risking accidents and errors.

The term "nontraditional" lacks specificity, potentially undermining apprenticeship integrity. A tailored approach considering each program's unique needs is essential, rather than a one-size-fits-all policy. The Maryland Apprenticeship and Training Council (MATC) already allows ratio adjustments based on program needs, ensuring flexibility without compromising safety or quality. Implementing a blanket change, as proposed, would disregard MATC's careful considerations, risking apprentice welfare and Maryland's interests.

For these reasons I urge you to give **HB 650** an **unfavorable** report and instead support upholding apprenticeship standards, safety, and quality training. Maryland's skilled workforce depends on it.

Sincerely,

Rico Albacarys
Assistant Business Agent IBEW Local 24

HB 650 Apprenticeship Ratio 2024.pdf

Uploaded by: Tom Clark

Position: UNF



International Brotherhood of Electrical Workers
JOSEPH F. DABBS: Business Manager • THOMAS C. MYERS: President • RICHARD D. WILKINSON: Vice President
CHRISTOPHER M. CASH: Financial Secretary • RICHARD G. MURPHY: Recording Secretary • PAULO C. HENRIQUES: Treasurer



TESTIMONY IN OPPOSITION TO HB 650
LABOR & EMPLOYMENT-APPRENTICESHIP STANDARDS-RATIO OF
APPRENTICES TO JOURNEYPERSONS
February 21, 2024

TO: Chair Wilson, Vice Chair Crosby and members of the House Economic Matters Committee
FROM: Tom Clark, Political Director, International Brotherhood of Electrical Workers Local 26

Mr. Chair, Mr. Vice Chair, members of the House Economic Matters Committee. I cannot see the purpose of this bill, other than to lower wages of entry level personnel, by inserting the title, “apprenticeship” in their trade. Please join me in complete **opposition to HB 650**.

I am skeptical of any bill that uses the word apprenticeship and does not speak on classroom hours or job placement. Once again, my belief is that HB 650 seeks low wages for individuals, without proper training or career opportunities. The Department of labor defines apprenticeship as:

Apprenticeships combine paid on-the-job training with classroom instruction to prepare workers for highly skilled careers. Workers benefit from apprenticeships by receiving a skills-based education that prepares them for good-paying jobs.

Not only does HB 650 exclude classroom instruction, but it also refers to nontraditional trade occupations, which could be considered not “highly skilled”. I would also take exception to the list of non-traditional trade occupations. **(3) Building Automation Technician** is work performed by electricians. **(4) Cabinetmaker** is a carpenter. **(26) Wastewater Treatment Technician and (27) Water Pumping Technician** are Plumbers. I would also find it hard to believe you would not have on-the-job training accompanied by classroom instruction for: **(6) Computer Programmer (8) Cybersecurity Specialist** or **(14) Financial Specialist**. As I stated before, this piece of legislation seeks to lower the wages of individuals and exploit them by calling this program an apprenticeship.

Even the ratio of apprentice to journeyman reeks of worker exploitation. In the “traditional” or “highly skilled” trades, the ratio is: Maryland 1 journeyman to 1 apprentice. In the District and Virginia, it is 3 journeymen to 2 apprentices. And although in these traditional trades, safety is a factor, the idea of HB 650 asking for 3 apprentices to one journeyman is ridiculous and can only benefit the employer.

In conclusion, HB 650 is not a wolf in sheep’s clothing, it’s a wolf in its own clothing, and not fooling anyone. This is working exploitation and does not train anyone for the future. If the





International Brotherhood of Electrical Workers

JOSEPH F. DABBS: Business Manager • THOMAS C. MYERS: President • RICHARD D. WILKINSON: Vice President
CHRISTOPHER M. CASH: Financial Secretary • RICHARD G. MURPHY: Recording Secretary • PAULO C. HENRIQUES: Treasurer



author of this Bill and the business community would like to lower wages of Maryland citizens, do so, but do not try to use the word apprenticeship to mask your goal. I cannot stress this enough, if you do not include classroom hours, along with on-the-job training, it is **not** an apprenticeship. If you do not have job placement (not specific to a company, but to the occupation) it is **not** an apprenticeship. The terms of **HB 650** are **not** an apprenticeship, so I ask you to protect the working people of Maryland and protect the Registered apprenticeship programs in our state. Most importantly vote **unfavorably on HB 650**. Thank you!



HB0650 - TSO - Labor and Employment – Apprenticesh

Uploaded by: Patricia Westervelt

Position: INFO

February 21, 2024

The Honorable C.T. Wilson
Chair, House Economic Matters Committee
231 House Office Building
Annapolis Maryland 21401

RE: Letter of Information - House Bill 650 – Labor and Employment – Apprenticeship Standards – Ratio of Apprentices to Journeypersons

Dear Chair Wilson and Committee Members:

The Maryland Department of Transportation (MDOT) offers the following information for the Committee’s consideration on House Bill 650.

House Bill 650 requires a 3-1 ratio of apprentices to mentors for nontraditional trade occupations and each newly registered occupation. The bill allows for exceptions to occupations where the 3-1 ratio may pose risks to safety.

Currently, there is no mechanism in the legislation for adjusting the ratio for existing apprenticeship programs in occupations that are not nontraditional trade occupations. MDOT respectfully suggests that it is in the best interest of the State to allow agencies to petition the Maryland Apprenticeship and Training Council (MATC) for a 3 – 1 apprentice to mentor ratio for previously registered programs (that currently have a 1-1 ratio) where safety is not a risk. The 3-1 ratio would help reduce the possibility of strain on current systems and support equity among both traditional and non-traditional trades across the board.

The Maryland Department of Transportation respectfully requests the Committee consider this information during its deliberations of House Bill 650.

Respectfully submitted,

Daniel Bright
Director, HR Strategy & Operations
Maryland Department of Transportation
443-960-3987

Pilar Helm
Director of Government Affairs
Maryland Department of Transportation
410-865-1090

HB650_MDL_Letter of Concern.pdf

Uploaded by: Portia Wu

Position: INFO

House Bill 650

Date: February 21, 2024
Committee: House Economic Matters
Bill Title: Labor and Employment - Apprenticeship Standards - Ratio of Apprentices to Journeypersons
Re: **Letter of Concern**

The Maryland Department of Labor (MDL) recognizes that Registered Apprenticeship (RA) is one of the most effective strategies to connect Marylanders with good paying, family sustaining careers, while also increasing Maryland's economic competitiveness. The Administration is committed to building a growing and thriving economy that lifts up every Maryland family and business, including small businesses and Minority Business Enterprises, and growing RA is central to this mission.

The Department supports the aim of this legislation, which is to modernize RA and to ensure that employers can bring on more apprentices. Significant expansion of RA, including to new and non-traditional fields, is needed. This is key, not only to meet the Blueprint's goals, but also to address the reality of an aging and shrinking labor force, and to ensure greater equity and diversity in Maryland's workforce. **While we share these goals, MDL has several concerns with the bill as drafted.** MDL supports potential expansion to RA ratios, but maintaining safety and quality in programs is paramount. **MDL is wholly committed to working with stakeholders including businesses, labor, the General Assembly, and the Maryland Apprenticeship and Training Council, to expand ratios where safety and quality will not be jeopardized.** We can and should explore opportunities to expand apprentice to journey worker RA ratios ("ratios") in *non-hazardous* occupations as a growth strategy.

There are a few key points we wish to share with the Committee.

Use of Expanded Ratios

HB650 would impose a statutorily required 3:1 ratio for certain "*non-traditional*" occupations and *any* new programs thereafter. Although the Secretary would have authority to change that ratio, it would set the default at 3:1. Through consultation with the National Association of State and Territorial Apprenticeship Directors (NASTAD), MDL has not identified any state in the nation that has approved a 3:1 ratio, although several have approved an expanded ratio of 2:1 in certain instances. These states/territories include California, New Mexico, New York, North Carolina, Washington, D.C., Ohio, Puerto Rico and Wisconsin. Additionally, Alabama and Washington have published guidance (similar to Maryland's, detailed below) to explore expanded ratios in *non-hazardous* occupations. However, even in states that allow expanded ratios, they are not imposed across the board, but rather are approved by the appropriate "Registration Agency," which in Maryland is the Maryland Apprenticeship and Training Council (MATC). The MATC's existing ratio guidance allows programs to utilize expanded ratios in nonhazardous occupations if the sponsor can demonstrate quality training, performance, and satisfactory

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completion rates. MATC has approved some sponsors for a 2:1 ratio (Multiverse US, INC. for Data Analyst, Software Engineer, Digital Marketer, and Business Analyst in November 2023).

MDL is committed to working alongside MATC and other stakeholders to consider new approaches. The Department believes that a streamlined and reformed consultative regulatory/guidance process would better support the outcomes this legislation seeks to achieve..

Regulatory Considerations

Maryland is required to comply with federal regulations in order to be eligible for federal apprenticeship funding. Existing federal regulations (9 CFR 29.13 (9) and 29 CFR 29.5 (7)) require a State Apprenticeship Agency to submit operational changes to the United States Department of Labor (USDOL) *prior to* enacting changes like those proposed in HB650. The CFR also positions MATC, as the “Registration Agency” in Maryland, as the entity officially charged with determining expanded ratios. MDL is concerned that the legislation would override the MATC’s authority to approve expanded ratios; instead, establishing a statutory mandate for the 3:1 ratio for 28 listed occupations and any new programs presented to MATC moving forward. Additionally, in December 2023, USDOL announced a proposal to change federal regulatory guidance on RA via a [Notice of Proposed Rulemaking \(NPRM\)](#), open for public comments until March 18, 2024. **As it relates to ratios, MDL currently conforms with the NPRM proposal, which affirms the use of expanded ratios, but this underscores the need for ratios to be carefully determined to ensure safe circumstances with proper review.**

Collective Bargaining Considerations

There are a number of operational and legal concerns to address in a shift of this kind, including the need to determine how language might impact collective bargaining agreements. For example, as drafted it could potentially override existing contracts.

Apprenticeship 2030 Commission

The [Apprenticeship 2030 Commission](#), which was established by legislation last year, intends to launch a workgroup to simplify sponsorship registration processes, including an examination of ratio expansion. That Commission is engaging key stakeholders, including industry and organized labor, with a goal of significantly expanding apprenticeship.

Conclusion

MDL is committed to working alongside the General Assembly’s Apprenticeship 2030 Commission, MATC, USDOL, Local Workforce Boards, and other key stakeholders to swiftly and thoughtfully reexamine the approach to approving Registered Apprenticeship ratios for nonhazardous occupations. The Department supports the goal of the Moore-Miller Administration and the General Assembly to dramatically increase RA in the state in conjunction with the vision of the *Blueprint for Maryland’s Future*.