



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

Patrick Moran – President

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**SB 511 - Labor and Employment - Apprenticeship Standards –  
Ratio of Apprentices to Journeypersons  
Finance Committee  
February 22, 2024**

**UNFAVORABLE**

AFSCME Council 3 opposes SB 511. 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. SB 511 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 SB 511.

