



410.866.5313

PLFIT@486school.org

www.GetPiping.com

1201 66th Street  
Baltimore, Maryland 21237



## TESTIMONY OF JOSHUA ROYCROFT

TRAINING COORDINATOR PLUMBERS AND STEAMFITTERS LOCAL 486

BEFORE THE SENATE BUDGET AND TAXATION COMMITTEE

SENATE BILL 673 / HOUSE BILL 1165 – FAVORABLE

Dear Chair Guzzone and Honorable Members of the Committee:

My name is Joshua Roycroft, and I serve as a Training Coordinator for Plumbers and Steamfitters Local 486. I am responsible for overseeing apprentice recruitment, instruction, retention, and progression through our registered apprenticeship program.

I am writing in strong support of Senate Bill 673 / House Bill 1165.

From the perspective of those of us who manage apprenticeship programs day-to-day, completion matters. Apprenticeship is not simply about enrollment; it is about guiding apprentices through classroom instruction, on-the-job training, mentorship, and ultimately graduation into journey-level careers. Programs that fail to complete apprentices do not meet that standard.

Local 486's experience demonstrates why accountability is both achievable and appropriate. Over the past seven years (2019–2025), our apprenticeship program has averaged a 77% completion rate, with graduates continuing to work as journey workers within Local 486. In the current year, we are on track to reach an 81% completion rate, and we expect to onboard at least 100 new apprentices into our program.

These outcomes are the result of intentional investment in instruction, mentoring, and contractor engagement. They show that meaningful completion standards are realistic for programs that are properly structured and committed to apprentice success.

Senate Bill 673 / House Bill 1165 establishes a modest and reasonable baseline by requiring apprenticeship programs used in covered State procurement to demonstrate a minimum 25% completion rate, as determined by the Maryland Department of Labor. This threshold is far below what high-performing programs already achieve, but it is sufficient to ensure that publicly supported programs are producing real workforce outcomes.

From a training perspective, this bill supports program quality, protects apprentices from entering dead-end programs, and reinforces best practices across the apprenticeship system.

For these reasons, I respectfully urge a favorable report on Senate Bill 673 / House Bill 1165.

Sincerely,

Joshua Roycroft

Training Coordinator at UA Local 486 Plumbers and Steamfitters Apprenticeship