



METROPOLITAN BALTIMORE COUNCIL AFL-CIO Unions

**HB 1165 State Procurement - Apprenticeship Program Accountability and Completion
Government, Labor, and Elections Committee
March 10th, 2026
Favorable**

To: Chair & members of the House Government, Labor, and Elections Committee

From: Courtney Jenkins, President, Metropolitan Baltimore Council AFL CIO Unions

My name is Courtney Jenkins, President of the Metro Baltimore AFL CIO, representing thousands of union members and working families across our region. I strongly support House Bill 1165, the State Procurement - Apprenticeship Program Accountability and Completion Act, because it builds on Maryland's successful apprenticeship system and ensures that public investment in workforce training results in real jobs, measurable outcomes, and stronger union participation.

Registered apprenticeships are a proven pathway to good, sustainable careers that allow Marylanders to earn while they learn, build valuable skills, and enter union jobs with benefits and career advancement opportunities. Maryland's investment in expanding apprenticeship opportunities includes recent efforts that have helped recruit thousands into apprenticeship programs and created new pathways into high-demand fields demonstrates the value of this model for workers and employers alike. House Bill 1165 enhances that commitment by requiring that apprenticeship programs used in state procurement have at least a 25 percent completion rate, as determined by the Maryland Department of Labor. This accountability measure ensures that taxpayer dollars support programs that not only enroll apprentices but also successfully complete and transition workers into skilled employment.

By setting a completion benchmark, HB 1165 encourages sponsors to invest in quality training, retention, and support, outcomes that directly benefit union apprenticeship programs. Union apprenticeships are structured around high training standards and comprehensive mentorship that yield high completion and job placement rates. Ensuring that state procurement prioritizes programs with demonstrated success reinforces the role that registered apprenticeships play in delivering a skilled, career ready workforce across Maryland.

Furthermore, this bill sends a clear signal to employers and contractors that the state values measurable outcomes and workforce success. It holds programs accountable in a way that protects workers from ineffective training schemes and directs public contracting dollars toward employers who are committed to building long term career opportunities, not temporary labor.. Apprenticeship



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completion is a key indicator that a program has delivered well trained workers who are prepared for jobs in construction, transportation, manufacturing, healthcare, technology, and numerous other sectors.

In short, HB 1165 strengthens Maryland's apprenticeship ecosystem, supports workers' transition into good jobs, and reinforces the state's commitment to quality labor standards and workforce accountability. For these reasons, the Metro Baltimore AFL CIO respectfully urges a favorable report on House Bill 1165.

Thank you for your consideration.

Courtney Jenkins
President
Metropolitan Baltimore Council AFL-CIO