



Mohammed Choudhury
State Superintendent of Schools

To: Members of the State Board of Education
From: Mohammed Choudhury, State Superintendent of Schools 
Date: October 25, 2022
Subject: Washington County Public Schools (WCPS) Youth Apprenticeship Maryland Program

Purpose

To provide a briefing to the State Board of Education on data on the Youth Apprenticeship program in Washington County Public Schools (WCPS).

Background/Historical Perspective

The Blueprint for Maryland’s Future includes a focus on expanding youth apprenticeship opportunities for our high school students across Maryland. The Maryland State Department of Education and other agencies, including the Maryland Department of Labor, help to promote and oversee the successful implementation of apprenticeship programs. Washington County Public Schools has had the largest participation in the youth apprenticeship program within Maryland.

Executive Summary

Staff members from Washington County Public Schools (WCPS) will explain the history and expansion of their program, and the details of the apprenticeship experience. WCPS students currently participating in the apprenticeship program will also present and share their experiences.

Action

No action is required; this information is for discussion only.

Attachments

WCPS Youth Apprenticeship.pdf



WCPS | Washington County Public Schools

YOUTH APPRENTICESHIP MARYLAND PROGRAM

Dr. David Sovine, SUPERINTENDENT

Dr. Gary Willow, ASSOCIATE SUPERINTENDENT FOR CURRICULUM AND INSTRUCTION

Mr. James Aleshire, SUPERVISOR OF CAREER AND TECHNICAL EDUCATION

Ms. Wendy Moore, APPRENTICESHIP COORDINATOR

MARYLAND STATE BOARD OF EDUCATION MEETING – OCTOBER 25, 2022

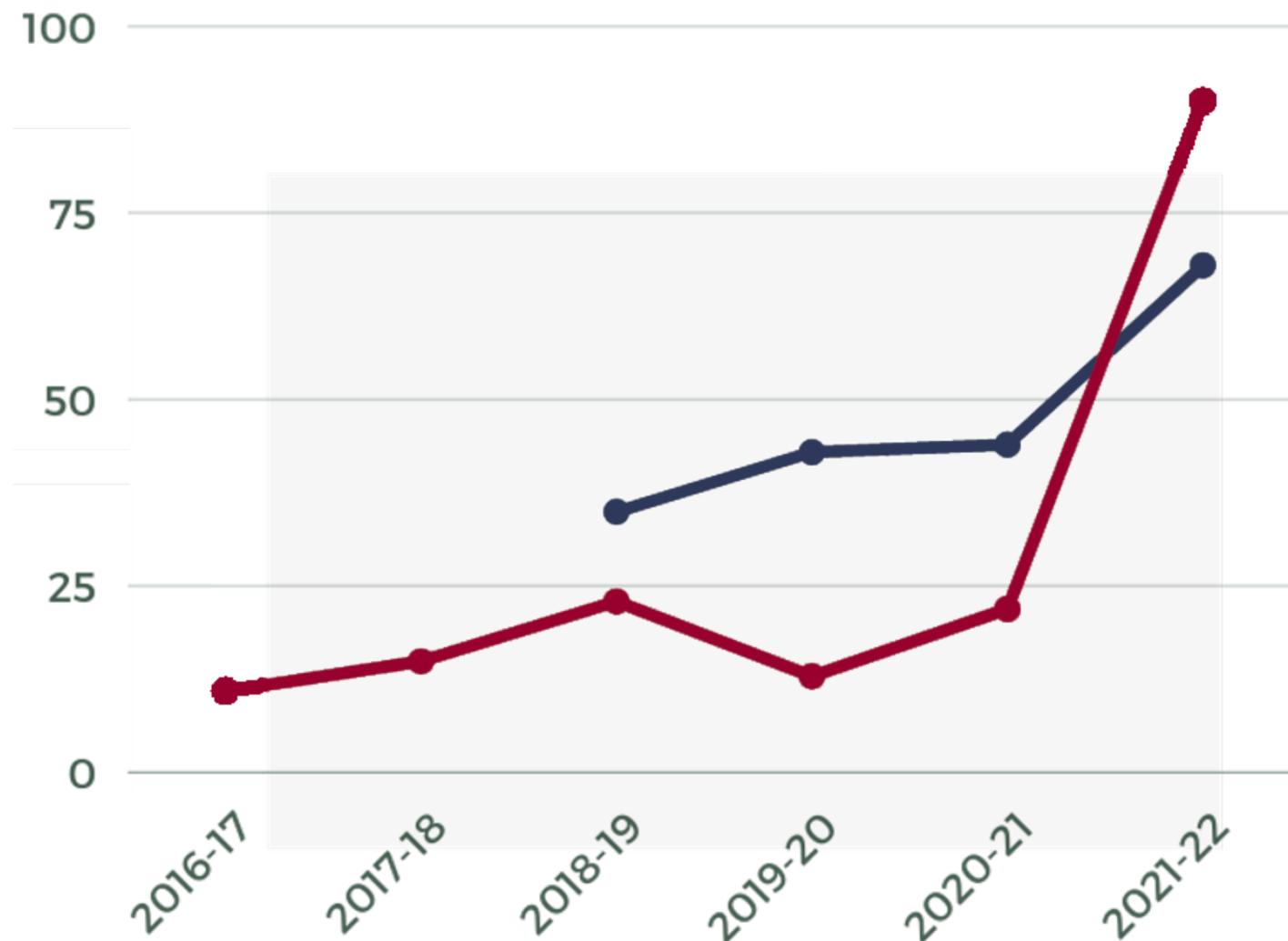
WCPS | Washington County
Public Schools

WCPS YOUTH APPRENTICESHIP GROWTH

Reported by the Youth Apprenticeship Advisory Committee 7/19/22

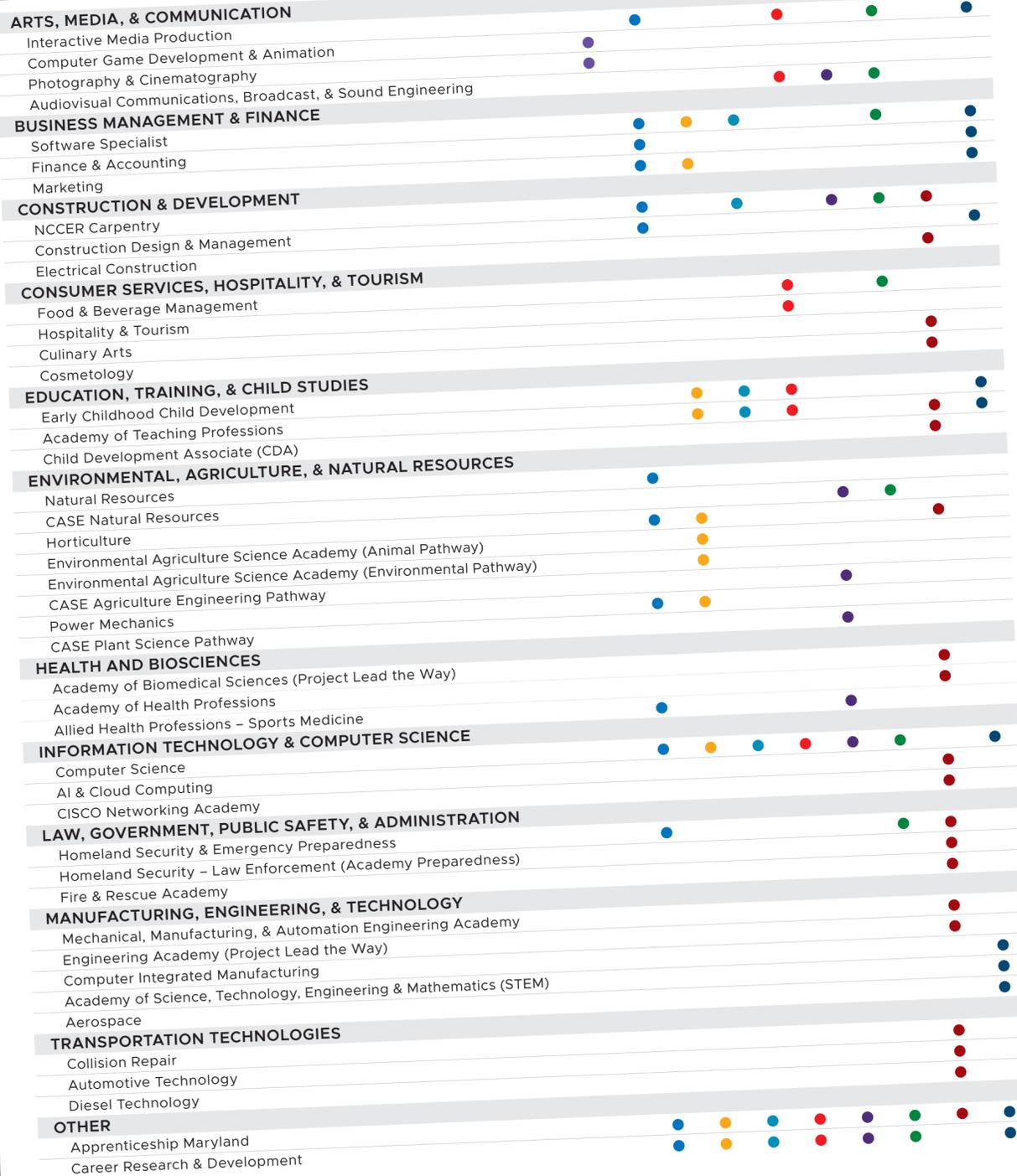
APPRENTICESHIP PLACEMENTS

EMPLOYER PARTNERS



UPDATED 9/2022
**CAREER TECHNOLOGY EDUCATION
 COMPLETER PROGRAMS AND
 PATHWAYS BY HIGH SCHOOL**

BISFA
 BOONSBORO
 CLEAR SPRING
 HANCOCK
 NORTH
 SMITHSBURG
 SOUTH
 BIM III TECH
 WILLIAMSPORT



APPRENTICESHIPS

begin with strong
 CTE programs in
 every high school

INDUSTRY SECTORS OF EMPLOYERS

for WCPS Apprentices

| CAREER TECHNICAL EDUCATION CLUSTER | EXAMPLE OCCUPATIONS | % OF YOUTH APPRENTICES |
|------------------------------------|--|------------------------|
| Arts, Media & Communication | Production Assistant, Sales & Marketing | 3% |
| Business Management | Mail Processing, Office Assistant | 11% |
| Construction & Development | Electrician, Mason, Carpenter, HVAC, Fire Sprinkler Technician, Alarm Technician | 13% |
| Consumer Services | Line Cook | 3% |
| Health & Bioscience | Nutrition, Transporter, Medical Secretary, Therapy Technician | 7% |
| Human Resource Services | Security Officer, Reading Tutor | 35% |
| Information Technology | IT Technician | 7% |
| Manufacturing & Engineering | Machine Operator, Production Technician, Engineer, Welder, Painter | 12% |
| Transportation | Auto Tech, Collision Technician, Heavy Equipment Service Technician | 9% |

EMPLOYER RECRUITMENT & ENGAGEMENT

- **INTERACTION WITH EMPLOYERS**

- Host & attend community events (*such as Chamber of Commerce & Greater Hagerstown*)
- Targeted recruitment based on student interest
- CTE teachers and school counselors attend employer events
- Invite employers to schools to speak with students
- Market CTE programs

- **PROVIDE EXCELLENT CUSTOMER SERVICE TO OUR EMPLOYERS**

- Create marketing materials for student recruitment
- Assist with the Maryland Department of Labor application process

STUDENT RECRUITMENT & RETENTION

- **TARGETED RECRUITMENT**

- Website
- School recruitment fairs
- CTE teachers and school counselors

- **TARGETED INSTRUCTION**

- Summer courses
- Employer-based training

- **INDIVIDUALIZED PLANNING**

- Transcript reviews to see what related instruction the student has had
- Provide flexible options for students to access related instruction

- **RETENTION SUPPORTS**

- Employers complete monthly assessments on student progress
- Student Apprentices have bi-monthly check-ins with the Apprenticeship Coordinator
- The Apprenticeship Coordinator completes bi-monthly site visits

MULTIPLE SCHEDULING OPTIONS

JUSTIN (JUNIOR) ATTENDS SCHOOL FOR THREE MORNING COURSES, & ATTENDS HIS APPRENTICESHIP IN THE AFTERNOON

Algebra II
8:35 AM – 9:23 AM

English 11
9:27 AM – 10:12 AM

World History
10:16 AM – 11:01 AM

APPRENTICESHIP
can start at 11:01 AM

WONDER (SENIOR) ATTENDS ACADEMIC COURSES & HIS APPRENTICESHIP ON ALTERNATING DAYS

A DAY

Advanced Geo Systems
9:05 AM – 10:27 AM

Computer Forensics
10:31 AM – 11:48 AM

Financial Literacy
11:52 AM – 1:37 PM

English 12
1:41 PM – 3:00 PM

B DAY

Homeland Security
9:05 AM – 11:48 AM

APPRENTICESHIP
can start at 11:48 AM

PROGRAM PROCESSES

- **EMPLOYER ONBOARDING**

- Occupation and instruction review

- **OCCUPATION ADVERTISING**

- Electronic newsletter, website

- **APPLICATION AND HIRING PROCESS**

- Interviews

- **APPRENTICE ONBOARDING**

- Agreements, code of conduct, Google Classroom, timesheets

- **RETENTION**

- Monthly assessment surveys, check-ins, site visits

FINANCIAL IMPLICATIONS

| COSTS FOR STUDENT | COSTS FOR EMPLOYER | COSTS FOR WCPS |
|--|--|---|
| <ul style="list-style-type: none">• Uniforms & equipment• Driver's license, transportation, gas, etc. | <ul style="list-style-type: none">• Hourly wage for apprentice• Time investment to mentor & train student | <ul style="list-style-type: none">• Apprenticeship Coordinator salary• Additional staff pay for summer school courses• Hiring of Apprentices (Trades, Tutors) |

WCPS STUDENT APPRENTICES



WONDER HERRERA

Meritus Health
Security Apprentice



ARIONNA BARNETT

Washington County Public Schools
Reading Tutor Apprentice



JUSTIN WINGFIELD

Total Comfort Heating & Air
HVAC Apprentice