

Maryland

Work-Based Learning in Action

Driven by a decade of leadership from both Democratic and Republican governors, the state has relied on apprenticeships to achieve workforce development goals.

Maryland distinguishes itself through its long-standing and consistent bipartisan commitment to registered apprenticeship programs as a vehicle to develop strong career opportunities for Marylanders. Overall, with active apprentices making up about 0.65 percent of its labor force, Maryland is one of the top 10 states in terms of active apprenticeships. While still a small percentage compared to European benchmarks, Maryland is a leading state in the U.S. with this percentage. Additionally, it is among the top five states in growth of apprenticeships as a proportion of its labor force over the past decade, and its commitment to building early career pathways for learners has resulted in a younger apprentice demographic, with more than 50 percent of apprentices in Maryland being younger than age 25. As of November 2024, Maryland had more than 200 active programs hosting nearly 12,500 apprentices.¹

- ➔ Driven by a decade of leadership from both Democratic and Republican governors, Maryland has consistently enacted legislation that unlocks apprenticeship as a lever for achieving the state's workforce development goals.



PHOTO / GARRETT COLLEGE

I Maryland's approach

- Maryland's approach to expanding apprenticeship opportunities across the state strongly aligns with practices put forth in Apprenticeships for America's State Apprenticeship Policy Scan,² including:
 - **Setting statewide targets for growth.** Maryland has set clear targets for apprenticeship growth, connection, and inclusion. The Governor's Apprenticeship Pledge³ aims to recruit 500 employers, 5,000 new registered apprentices, and at least five additional public agencies to registered apprenticeship by November 2025. Blueprint for Maryland's Future⁴ also bolsters efforts, naming a statewide goal of 45 percent of public high school graduates completing a high school level of a registered apprenticeship or industry-recognized credential prior to graduation each year, beginning by the 2030–31 school year. These efforts support a major expansion of registered apprenticeships that begin during high school, as well as integrating industry-recognized credentials into more Apprenticeship Maryland Program youth apprenticeships.
 - **Driving expansion to state agencies leveraging employer needs assessments.** Maryland's 2022 and 2023 budget bills directed state agencies to conduct employer needs assessment studies to identify where apprenticeships can be used to alleviate them.
 - **Incentivizing participation across employers, institutions, intermediaries, and new apprentices.** These include the Registered Apprenticeship Tax Credit of up to \$15,000⁵ for employers; rolling access to the Sponsorship Apprenticeship Incentive Reimbursement for intermediaries; and the Promise Scholarship Program⁶ of up to \$5,000 of tuition fees for participating apprentices.

- **Tracking and publicly sharing progress in a standardized way.** The state annually tracks and publicly reports⁷ its progress against key metrics, including the total apprenticeship count, apprentice completions and cancellations, and program reviews conducted.

I Alignment with goals of state leadership

Maryland's apprenticeship initiatives⁸ aim to "ensure every young person has a clear path to a high-wage career." Driven by a decade of leadership from both Democratic and Republican governors, Maryland has consistently enacted bipartisan legislation that unlocks apprenticeship as a critical lever for achieving the state's workforce development goals.

- **2014:** Gov. Martin O'Malley embraced a 2014 initiative to both increase high school apprenticeships and attract employers sponsoring apprenticeships, namely by signing Maryland's House Bill 1207,⁹ which established Maryland's youth apprenticeship program, Apprenticeship Maryland Program.
- **2016:** Maryland shifted its apprenticeship office from the Division of Labor and Industry to the Division of Workforce Development and Adult Learning, enabling apprenticeships to become a key part of Maryland's larger workforce strategy. That same year, the state legislature established a youth apprenticeship pilot,¹⁰ which ultimately served as a proof point for scaling youth apprenticeships to every county across the state.
- **2021:** Maryland General Assembly passed Blueprint for Maryland's Future, which took the state's commitment to youth apprenticeship one step further by formally naming a statewide goal of increasing the portion of public high school graduates completing a high school-level registered apprenticeship or industry-recognized credential to 45 percent by 2030.
- **2024:** Gov. Wes Moore's administration announced the Apprenticeship Pledge, a commitment to increase the number of apprentices and employers offering apprenticeship opportunities. AstraZeneca, a member of the Governor's Workforce Development Board, led the way in the business community as its first signatory.
- **2025:** The Moore administration underscored its commitment to apprenticeship growth by signing into law the Registered Apprenticeship Investments for a Stronger Economy Act.¹¹ This will continue strengthening the apprenticeship ecosystem through establishing a program to offset the cost of hiring and training new apprentices, investing in intermediaries, and establishing a new state office dedicated to developing, supporting, and tracking registered apprenticeship programs across the state. Maryland also continues to innovate its apprenticeship approach by launching an apprenticeship degree program in partnership with the National Center for the Apprenticeship Degree.¹²

I Strategy

The Moore administration has undertaken a comprehensive approach to expanding apprenticeships, focusing on both youth and adult populations. This approach builds from its predecessors by continuing to pass legislation that emphasizes the governor's support, allocates funding to incentivize growth, and ensures adequate staffing.

- **Consistent administration leadership and supportive legislation.** Consistent gubernatorial support has resulted in foundational legislation and policy that

prioritizes apprenticeship growth in Maryland. Most recently, Maryland set clear growth targets culminating in the Governor's Apprenticeship Pledge.¹³ Maryland Corps, Service Year, and Climate Corp,¹⁴ initiatives supported by state funding authorized through the SERVE Act,¹⁵ integrate apprenticeship credentials into service year programs in partnership with both Maryland's historically Black colleges and universities and the state's community colleges. The Service Year option is available specifically to recent high school graduates who have not yet enrolled in higher education or connected to full-time employment. The Registered Apprenticeship Investments for a Stronger Economy Act,¹⁶ recently signed into law, unlocks support for achieving the governor's goals by offsetting costs for hiring and training new apprentices and investing in intermediaries. House Bill 500,¹⁷ which was signed into law as the Procurement Reform Act of 2025, will require Maryland contractors to use a registered apprenticeship program, and those awarded a contract with a value of \$1 million or more must use an eligible internship program.

- **Dedicated funding for growth.** Recognizing financial barriers to scaling and developing new apprenticeship programs, Maryland applied for and won \$13 million in U.S. Department of Labor grants.¹⁸ These funds support program expansion to grow the number of registered apprenticeships and participating employers, with a portion allocated to incentivize more employers, institutions, intermediaries, and students to participate.
- **Adequate staffing and partnerships.** Powering the apprenticeship system in Maryland is a coordinated effort composed of many stakeholders across several state agencies. The state has been able to grow its staff to more than 25 individuals who collectively work to execute Maryland's Apprenticeship and Training Program's model of expanding apprenticeships¹⁹ into nontraditional industries, growing apprentices among underrepresented populations, broadening public awareness, integrating with the U.S. Department of Labor services, offering dedicated customer outreach, and having a sustainable funding plan.

Implementation and oversight

Maintaining Maryland's apprenticeship initiatives involves coordinated efforts across many state entities:

- **The Maryland Department of Labor** provides staff support and expertise to employers exploring apprenticeship options. These staff are made more readily available to employers who sign the Governor's Apprenticeship Pledge.
- **The Maryland Department of Labor's Division of Workforce Development** serves as Maryland's state apprenticeship agency to promote, coordinate, and regulate registered apprenticeship programs on behalf of the U.S. Department of Labor.
- **The Maryland Apprenticeship and Training Council** approves apprenticeships.
- **The Maryland Office of Registered Apprenticeship Development**, a newly established office, is charged with developing, supporting, and tracking registered apprenticeship programs across the state.
- **The Apprenticeship Maryland Program**, a youth apprenticeship initiative, serves as a paid training model. Patterned in many ways after registered apprenticeship, these apprenticeships are not registered and are an approved career and technical education course of study. The Apprenticeship Maryland Program is administered in partnership between the Maryland Department of Labor and the Maryland State Department of Education.

- **The Governor's Workforce Development Board's Career and Technical Education Committee** sets the statewide frameworks and policy for career and technical education under the Blueprint for Maryland's Future, including policy and actions to increase apprenticeships and industry-recognized credentials for youth. The Governor's Workforce Development Board also leads the Governor's Apprenticeship Pledge in collaboration with the Maryland Department of Labor and provides recognition and resources to participating employers.
- **Maryland's community colleges** offer affordable apprenticeship pathways, leveraging the Promise Scholarship Program. This scholarship program, which can be applied to apprenticeship required training hours, is a last dollar scholarship that is available to students who enroll at a Maryland community college. Students can receive up to \$5,000 to cover any remaining tuition and mandatory fee expenses after federal or state financial aid has been applied.
- **The U.S. Department of Labor** has provided a series of federal funding awards to expand apprenticeship opportunities.

I Measuring success

Maryland tracks and publicly shares its progress on an annual basis, an effort designed to increase transparency and accountability. Some recent evidence of success has included:

- Maryland reached nearly 125,000 registered apprentices in 2024, an 8 percent increase from the previous year.²⁰
- Youth apprenticeships through Apprenticeship Maryland Program participation have significantly increased since 2017, growing from 27 students in the 2017-2018 school year to more than 1,045 active apprentices in 2023-2024.²¹

TOOLS AND RESOURCES

Maryland has developed several tools and resources to support its efforts:

- [Maryland's Apprenticeship and Training Program](#), under the state Department of Labor Division of Workforce Development and Adult Learning, has made available a number of FAQs and state-specific resources on its webpage.
- [Hire an Apprentice – Maryland Apprenticeship and Training Program FAQ](#) outlines the return on investment of employers launching their own apprenticeship program and offers steps for how employers can get started.
- [Maryland Tax Credit for Eligible Apprentices – Maryland Apprenticeship and Training Program](#) outlines tax credits available to employers that host apprenticeships.

Endnotes

- 1 Connecting Marylanders to Jobs. (Annapolis, MD: The Office of Governor Wes Moore, accessed April 2025). <https://priorities.maryland.gov/pages/jobs>.
- 2 "How States are Driving the Expansion of Apprenticeships: State Apprenticeship Policy Scan." (Washington, DC: Apprenticeships for America, November 2024). <https://apprenticeshipsforamerica.org/resources/afa-publications/25/how-states-are-driving-the-expansion-of-apprenticeships-state-apprenticeship-policy-scan>.
- 3 "Governor Moore Celebrates National Apprenticeship Week by Launching the Governor's Apprenticeship Pledge." (Baltimore: Maryland Department of Labor, November 22, 2024). <https://www.labor.maryland.gov/whatsnews/launchingthegovernorsapprenticeshippledge.shtml>.
- 4 "Apprenticeships for High School Students in Maryland: Policy on Apprenticeships for High School Students Under the Blueprint for Maryland's Future." (Baltimore: Governor's Workforce Development Board Career and Technical Education Committee, December 2024). <https://www.gwdb.maryland.gov/policy/gwdbcte2024commapprenticeshippolicy.pdf>.
- 5 Maryland Tax Credit for Eligible Apprentices – Maryland Apprenticeship and Training Program. (Baltimore: Division of Workforce Development and Adult Learning, accessed April 2025). <https://labor.maryland.gov/employment/appr/apprtaxcreditinfo.shtml>.
- 6 "Governor Moore Celebrates National Apprenticeship Week by Launching the Governor's Apprenticeship Pledge," <https://www.labor.maryland.gov/whatsnews/launchingthegovernorsapprenticeshippledge.shtml>.
- 7 Reports — Maryland Apprenticeship and Training Program. (Baltimore: Maryland Department of Labor, accessed April 2025). <https://www.dllr.state.md.us/employment/appr/apprannrep.shtml>.
- 8 Connecting Marylanders to Jobs. <https://priorities.maryland.gov/pages/jobs>.
- 9 House Bill 1207. (Annapolis, MD: General Assembly of Maryland, 2014). <https://mgaleg.maryland.gov/2014RS/bills/hb/hb1207f.pdf>.
- 10 "House Bill 942 – Apprenticeship Pilot Program – Apprenticeship Maryland." (Baltimore: Governor's Workforce Development Board, 2014). <https://gwdb.maryland.gov/board/bdmeet/june102015hb942.pdf>.
- 11 "Governor Moore Signs RAISE Act into Law, Expanding Access to High-Quality Registered Apprenticeships in Maryland." (Baltimore: Maryland Department of Labor, April 8, 2025). <https://labor.maryland.gov/whatsnews/govmoore-signs-raise-act-into-law.shtml#:~:text=The%20RAISE%20Act%3A&text=Establishes%20the%20Maryland%20Office%20of,effectiveness%20of%20these%20new%20investments>.
- 12 A Degree Designed for Your Adult Learners. (location unknown: National Center for the Apprenticeship Degree, accessed April 2025). <https://www.ncad.org/>.
- 13 Connecting Marylanders to Jobs. <https://priorities.maryland.gov/pages/jobs>.
- 14 "Governor Moore Launches Service Year Option, First-in-the-Nation Public Service Year Program for High School Graduates." (Annapolis, MD: The Office of Governor Wes Moore, October 27, 2023). <https://governor.maryland.gov/news/press/pages/governor-moore-launches-service-year-option-first-in-the-nation-public-service-year-program-for-high-school-graduates.aspx#:~:text=The%20Service%20Year%20Option%20is,for%20those%20pursuing%20their%20studies>.
- 15 "Governor Moore Signs Revolutionary Service Year Program for Graduating High School Seniors into Law, Signs Legislation Committee to Major Investments in Both Education and Public Safety and Rebuilding the State Workforce." (Annapolis, MD: The Office of Governor Wes Moore, April 25, 2023). <https://governor.maryland.gov/news/press/pages/governor-moore-signs-revolutionary-service-year-program-for-graduating-high-school-seniors-into-law.aspx>.

- 16 “Governor Moore Signs RAISE Act into Law, Expanding Access to High-Quality Registered Apprenticeships in Maryland.” <https://labor.maryland.gov/whatsnews/govmooresignsraiseactintolaw.shtml#:~:text=The%20RAISE%20Act%3A&text=Establishes%20the%20Maryland%20Office%20of,effectiveness%20of%20these%20new%20investments>.
- 17 House Bill 500. (Annapolis, MD: General Assembly of Maryland, 2025). https://mgaleg.maryland.gov/2025RS/fnotes/bil_0000/hb0500.pdf.
- 18 “Maryland Apprenticeship and Training Program Annual Report 2023.” (Baltimore: Maryland Department of Labor, September 2024). <https://www.dllr.state.md.us/employment/appr/apprannreport2023.pdf>.
- 19 Vision Statement and Guidance — Maryland Apprenticeship and Training Program. (Baltimore: Maryland Department of Labor, accessed April 2025). <https://www.dllr.state.md.us/employment/appr/apprvision.shtml>.
- 20 Connecting Marylanders to Jobs. <https://priorities.maryland.gov/pages/jobs>.
- 21 “Maryland Apprenticeship and Training Program Annual Report 2023.” <https://www.dllr.state.md.us/employment/appr/apprannreport2023.pdf>.

PHOTOS PROVIDED BY

[The Baltimore Banner](#)
[Garrett College](#)