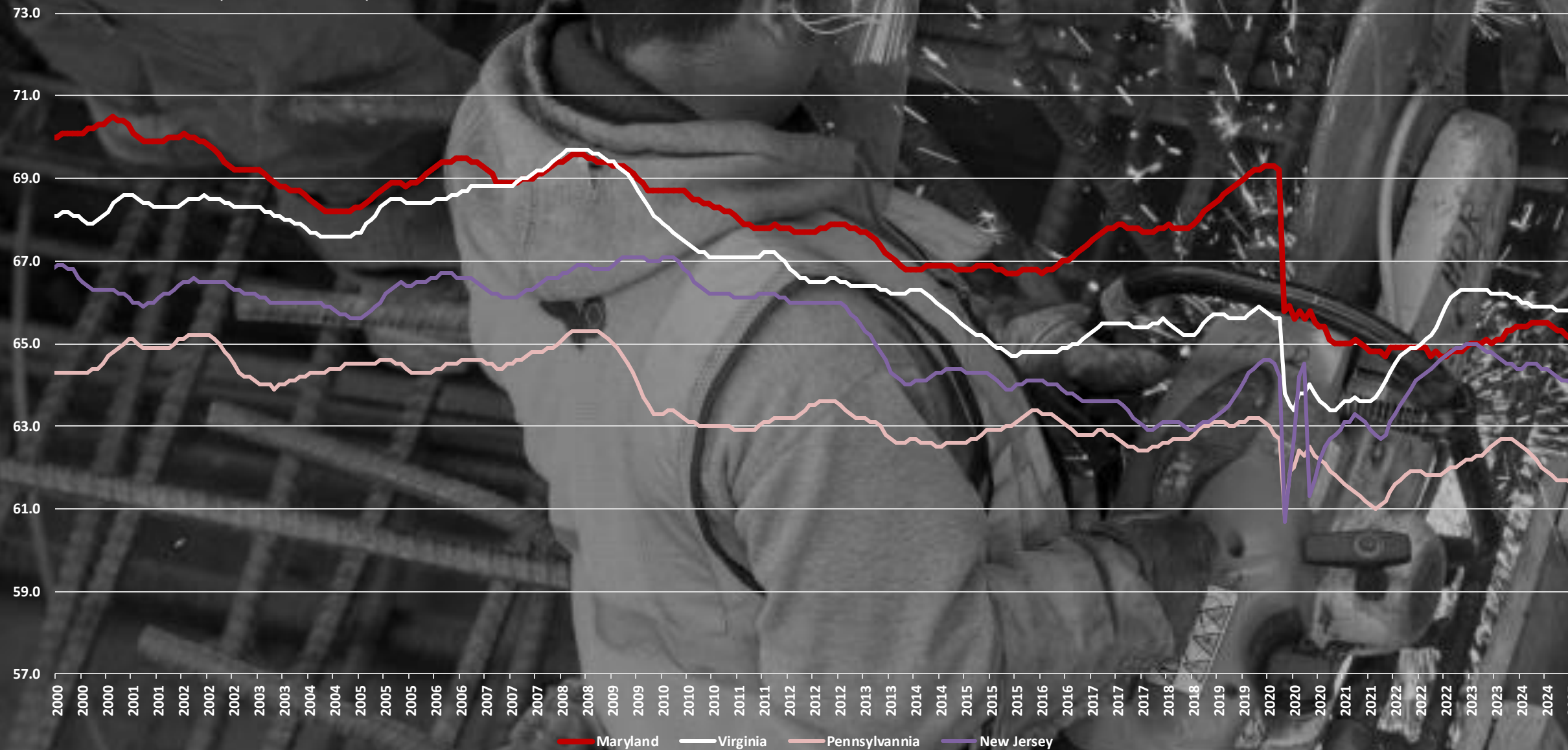


Apprenticeship is Economic Development

 MARYLAND
APPRENTICESHIP

 Maryland
DEPARTMENT OF LABOR

Seasonally Adjusted Labor Force Participation Rates
MD, VA, PA, NJ (2000 - 2024)



Maryland's labor force participation rate

▼ **66.5%**

- Has not recovered from pandemic-era lows
- Lags behind neighbors like Virginia
- Shows a decline of women in the workforce
- Warns of workforce issues that will hamper economic growth

REGISTERED APPRENTICESHIP



**PROGRESSIVE
WAGES**



**ON-THE-JOB
TRAINING**



**INTEGRATED
COURSEWORK**



**BUSINESS
DRIVEN**

APPRENTICESHIP IN MARYLAND

12,315

Active Apprentices

1,462

High School Apprentices

200

Registered Programs

+2,000

Employers Participating

+300

Unique Occupations

\$82,900

Median apprentice salary
5 years after graduation

\$1.44

Average employer return on
investment per dollar spent
on apprenticeship

89%

Average three-year retention rate for
Registered Apprentices

BIOTECHNOLOGY ASSOCIATE APPRENTICESHIP

MC MONTGOMERY
COLLEGE

GSK

AstraZeneca 


charles river

- Three years of paid on-the-job training with an industry leading pharmaceutical employer
- Results in an AAS in Applied Science from Montgomery College
- Scalable through regional partnerships

 MARYLAND
APPRENTICESHIP

POHANKA AUTOMOTIVE APPRENTICESHIP



POHANKA
AUTOMOTIVE GROUP
OF SALISBURY

- Three years of paid on-the-job training in a Pohanka Auto Group service center
- Classroom training delivered on-site
- ASE and manufacturer certifications included
- Designed Pohanka in partnership with MD Labor to address technician shortages on the Eastern Shore

AICPA FINANCIAL APPRENTICESHIP



AICPA®

StanleyBlack&Decker



CareFirst



MARYLAND APPRENTICESHIP

- Partner and Associate-level career tracks available
- Industry-leading coursework and OJT design
- Employers can join the program with minimal setup
- Nationally-recognized curriculum and credentials

EMPLOYER BENEFITS



GI Bill Benefit Eligible



Grants & Scholarships



Recruitment Assistance



Free Ongoing Support

Apprenticeship can help employers normalize labor costs by managing recruitment, turnover, and attrition. Public funds can offset training costs.

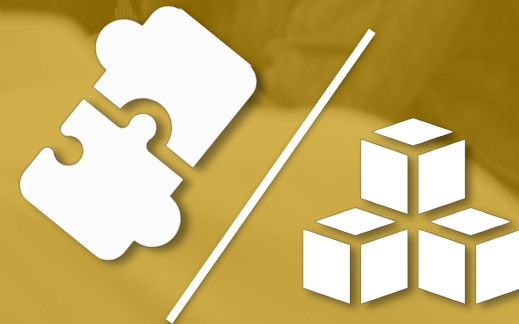
DEVELOPING AN APPRENTICESHIP



Assess business needs



Research occupational standards & practices



Match with a provider or build a custom program



Launch an apprenticeship

The Maryland Department of Labor provides free comprehensive apprenticeship consultation services for employers and industry groups

GET STARTED

FIND YOUR NAVIGATOR

The Maryland Department of Labor's team of Apprenticeship Navigators are positioned across the state to assist local business and partners with building successful apprenticeships

