



## *Message from the Apprenticeship Manager*

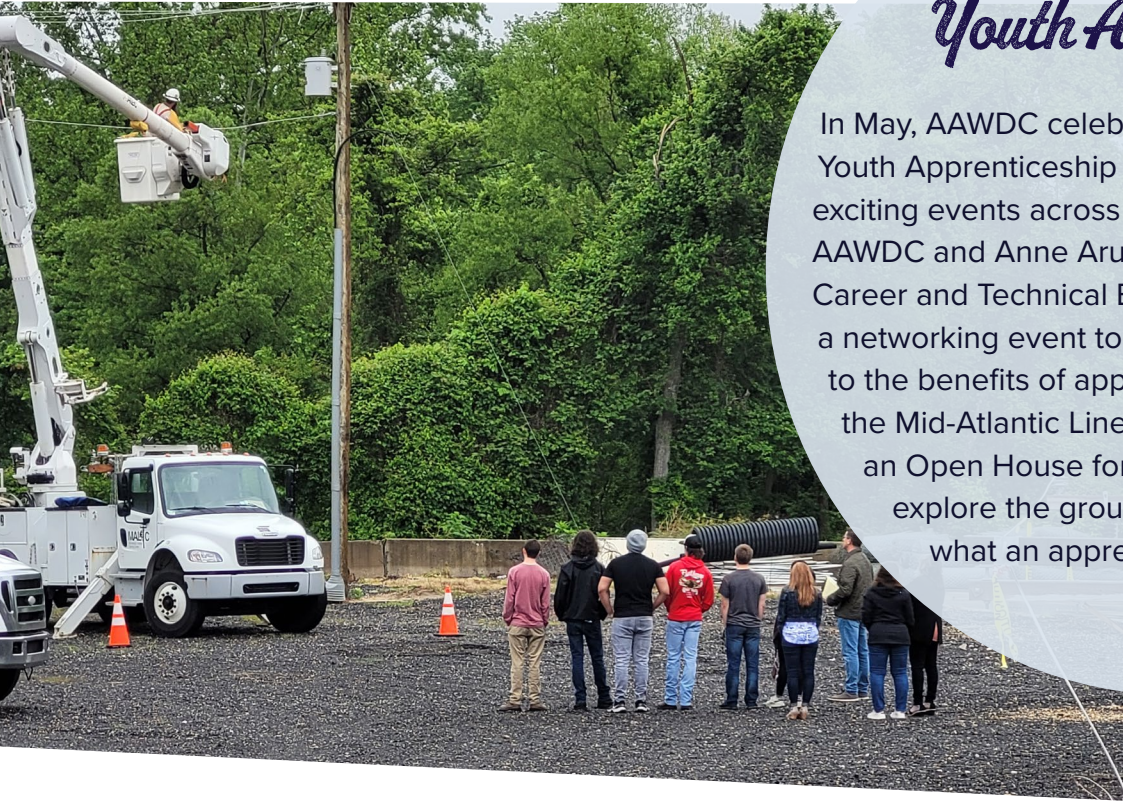
At AAWDC, we support advancing apprenticeship in Anne Arundel County to build a skilled workforce that meets the needs of local businesses. Expanding apprenticeships helps address industry needs and drives long-term economic growth, supporting our mission to equip individuals with the skills for family-sustaining employment and ensuring business success in Anne Arundel County.

In 2024, apprenticeship programs have made significant strides in advancing both state and national goals. The Apprenticeship 2030 Commission was established in Maryland to address skill shortages and create affordable training pathways. In response, the Anne Arundel County Local Workforce Development Board has set a goal to expand the number of registered apprentices in Anne Arundel County to 6,000 apprentices, or 10% of the state's target of 60,000 apprentices by 2030.

Apprenticeships remain an effective method for training workers and meeting industry needs. By combining on-the-job training with classroom instruction, apprenticeships equip workers with valuable skills while offering employers a solid return on investment. As we look ahead, expanding apprenticeships is key to developing a skilled workforce and addressing industry needs.

## Youth Apprenticeship Week

In May, AAWDC celebrated the inaugural National Youth Apprenticeship Week with a series of exciting events across the county. Early in the week, AAWDC and Anne Arundel County Public Schools' Career and Technical Education Program hosted a networking event to introduce local businesses to the benefits of apprenticeship. Additionally, the Mid-Atlantic Lineman Training Center held an Open House for youth and their families to explore the grounds and learn more about what an apprenticeship entails.



## National Apprenticeship Week

In November, AAWDC proudly celebrated the 10th anniversary of National Apprenticeship Week with a series of engaging events for residents, businesses, and community partners. Highlights included a highly successful Registered Apprenticeship Hiring Event, the inaugural Advancing Apprenticeship in Anne Arundel County (A4C) Awards Breakfast, and an I.T./Cybersecurity Apprenticeship Accelerator in partnership with Safal Partners. The A4C Awards Breakfast honored 40 local businesses for their contributions to apprenticeship initiatives. Notable attendees included County Executive Stuart Pittman, Director of the Maryland Apprenticeship & Training Program Chris McLarion, and U.S. Department of Labor Workforce Liaison & Program Analyst Jeffrey Smith.



*“Since we had started constructing pathways for HS students and later heard about the Youth Apprenticeship option from AACPS, we reached out to our resources at the school district but also at AAWDC. They became an initial resource regarding the different options to get into apprenticeships in general. We first started with about 5 jobs that were approved as student apprenticeships and now are up to 11. We will continue with this program, as well as continue looking at registered apprenticeship strategies with the help of AAWDC.”*

- Grant Dopheide, Volunteer Services and Patient & Family Advisory Manager for University of Maryland Baltimore Washington Medical Center

# Detention Officer Apprenticeship

The Maryland Apprenticeship Training Council (MATC) approved a Registered Apprenticeship Program (RAP) in September for the Anne Arundel County Department of Detention Facilities, marking the first Registered Apprenticeship opportunity within an Anne Arundel County department. The program is designed for the role of Detention Officer, providing structured on-the-job training and addressing a critical workforce need.



*“The Anne Arundel County Department of Detention Facilities decided to pursue adding an apprenticeship program because the model is already closely aligned with what we are currently doing. Corrections is a field that is best learned on the job, working in the environment, and best taught by those experienced staff working in the field. This program allows us the opportunity to reach those individuals looking for apprenticeship opportunities in law enforcement and public safety. While standing up our program was a lengthy process, due to some unique circumstances, AAWDC stood by us the entire time to keep the process moving along. We heavily relied on AAWDC to help us through a lot of the technical requirements.”*

- Christopher Klein, Superintendent of the Anne Arundel County Department of Detention Facilities



# Childcare Apprenticeships

To address the growing demand for childcare professionals following the pandemic, AAWDC has taken the initiative to develop apprenticeship programs tailored to childcare occupations. In 2024, AAWDC partnered with local childcare centers to create cost-effective pathways for high school students to gain hands-on experience and mentorship through youth apprenticeships. A significant achievement was the launch of Anne Arundel County Department of Recreation and Parks' inaugural youth apprenticeship program for Childcare Aides, marking the first youth apprenticeship program within an Anne Arundel County Department. AAWDC is currently working to expand its work by introducing Registered Apprenticeship Programs in collaboration with local businesses and community partners.

*“We have partnered with Crofton High School and currently have several apprentices that work in our childcare center. We made the decision to become a partner in the program after we had two young ladies work for us that were the first candidates and first to complete the CDA (Child Development Associate) program. These two young ladies were committed and worked hard every day to achieve their goals to be an apprentice. Thus far, our experience has been a great one. We have a great relationship with our high school representative and that helps. Ms. Dillion often checks in on her apprentices and strives to keep them on track with their academics and workforce goals. We are looking forward to staying active in the program for years to come.”*

- Lori McGinley, Co-Owner & Director of Crofton Children's Center

# Looking Ahead

At AAWDC, we are excited to build on the momentum of 2024 with a forward-looking approach centered on our strategic pillars of Engage, Establish, and Expand.

**ENGAGE** We will Engage businesses and residents by raising awareness of the benefits of apprenticeships, emphasizing their potential to address workforce challenges and create meaningful career pathways.

**ESTABLISH** We will Establish new apprenticeship programs by collaborating with businesses to create tailored models that meet their workforce needs, especially in industries that have not traditionally utilized apprenticeships. Our efforts will include expanding into industries like childcare, healthcare, and IT/cybersecurity—sectors that are vital to Anne Arundel County’s continued economic growth.

**EXPAND** Finally, we will Expand existing programs by helping businesses increase capacity, introduce new occupations, and broaden their program scope. Through these efforts, AAWDC is committed to advancing apprenticeships across all industries, creating opportunities for residents and supporting the success of businesses in Anne Arundel County. Together, we can shape a stronger, more prosperous future for our community. We invite all our partners to join us in this effort to build a brighter, more prosperous future for everyone.

## IN 2024, AAWDC HELPED BUILD APPRENTICESHIP PROGRAMS FOR THE FOLLOWING BUSINESSES:

100 Lots Kitchen + Bar

All in the Family Early Learning Center

Anne Arundel County Dept. of Detention Facilities

Anne Arundel County Dept. of Personnel

Anne Arundel County Dept. of Recreation and Parks

Anne Arundel County Dept. of Social Services

Baltimore Washington Medical Center

Bay Country Learning Center

BD Provisions Severna Park

Bob Bell Ford

Borden Insurance

Center For Creative Children

Christina Josephs Salon Studio

Cosmetic Dental FX

Crofton Children’s Center

Elite Care Physical Therapy

Gable, A Visual Solutions Company

The Goddard School of Annapolis

The Goddard School of Arnold

The Goddard School of Edgewater

The Goddard School of Hanover

The Goddard School of Linthicum (N&K Learning LLC)

The Goddard School of Millersville

Goodwill Industries of the Chesapeake Inc

The Hotel at Arundel Preserve

JesseJay’s Latin Inspired Kitchen

Marshelle G Ball State Farm Insurance Companies

Maryland Environmental Service

Panda Exteriors

The PearTree House Assisted Living

Primrose School of Gambrills

Red Lotus Float Spa

Skate Zone

Skyline Technology Solutions

TotsVille Indoor Playground

Transcendent Smiles

The Y In Central Maryland

## WANT TO LEARN MORE ABOUT APPRENTICESHIP?

Connect with us at: [apprenticeship@aawdc.org](mailto:apprenticeship@aawdc.org)