



Message from the Apprenticeship Manager

The Marine Trades Association of Maryland celebrates the approval of their first Registered Apprenticeship Program.

At AAWDC, we are working to expand apprenticeship opportunities that equip residents with in-demand skills and support the workforce needs of local businesses. Apprenticeships remain a proven way to combine hands-on experience with classroom instruction, preparing individuals for family-sustaining careers while providing employers with skilled talent and a strong return on investment.

2025 saw significant progress toward the Anne Arundel County Local Workforce Development Board's goal of 6,000 registered apprentices by 2030 and momentum continues to build. These programs not only address critical industry skill gaps but also create equitable pathways for career growth and long-term economic stability.

By strengthening partnerships between employers, training providers, and the community, we are building a skilled workforce ready to meet today's demands and tomorrow's opportunities.



Carl Kushinsky,
AAWDC Apprenticeship Manager

National Apprenticeship Day

National Apprenticeship Day in April marked a focused, single-day moment to elevate apprenticeships nationwide by bringing businesses, educators, and workforce partners together around a shared message: apprenticeship works. The streamlined format sharpened attention on impact, outcomes, and business value.

To celebrate, AAWDC organized an Apprenticeship Hiring Event at the Anne Arundel County Career Center to connect job seekers with businesses offering Registered Apprenticeship Programs. Participating businesses reported a 100% satisfaction rate and indicated plans to move forward with more than 30 candidates identified during the event.

Looking ahead, 2026 will return to a single, unified National Apprenticeship Week at the end of April, bringing youth and adult apprenticeship efforts together for the first time in years. This shift reflects a broader goal: presenting apprenticeship as one connected, lifelong workforce strategy rather than separate pathways.

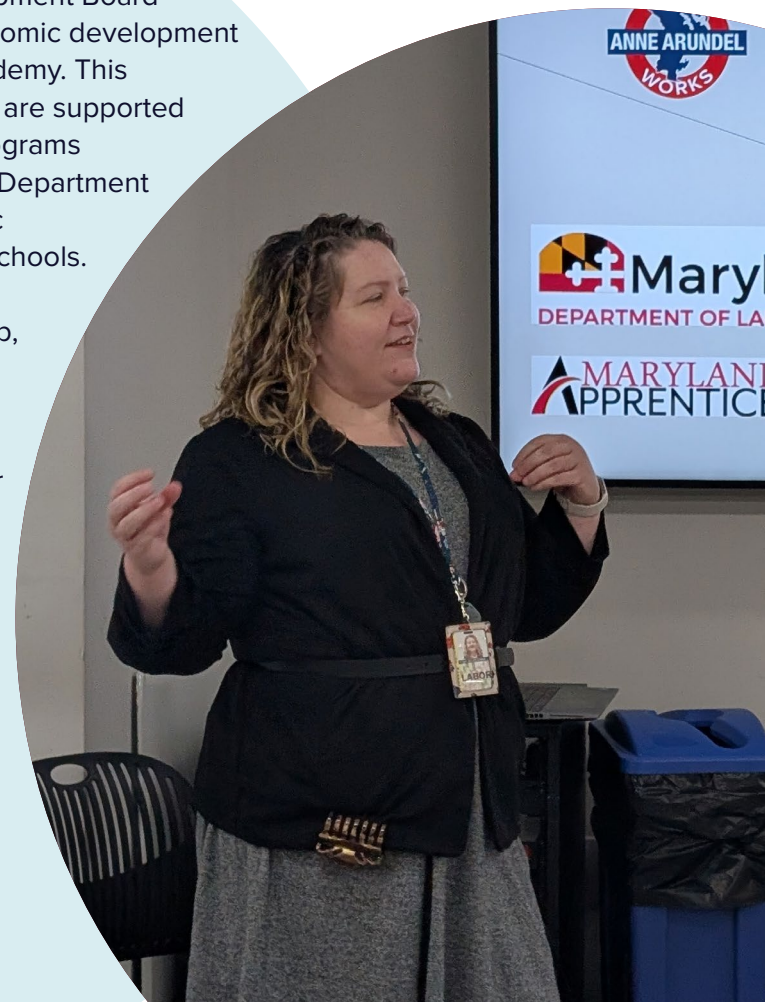


Apprenticeship Business Academy

In October, the Anne Arundel County Local Workforce Development Board convened partners across the workforce, education, and economic development ecosystem for the launch of the Apprenticeship Business Academy. This targeted training was designed to strengthen how businesses are supported in accessing and implementing Registered Apprenticeship Programs (RAPs). Participants included staff from AAWDC, the Maryland Department of Labor Office of Apprenticeship, the Anne Arundel Economic Development Corporation, and Anne Arundel County Public Schools.

The Academy focused on the business case for apprenticeship, real-world success stories, available incentives and funding, and clear pathways for connecting employers to technical assistance. By bringing key partners together, the training reinforced the Local Board's role as a convener and connector to align strategies, share best practices, and ensure consistent, high-quality messaging to employers.

As a result, participants reported increased confidence in discussing apprenticeship with businesses and a clearer understanding of referral processes within the local system. Feedback indicated strong satisfaction with the event and successful achievement of learning objectives, demonstrating how cross-agency collaboration can strengthen the apprenticeship ecosystem and accelerate outcomes for both employers and job seekers.



Department of Detention Facilities RAP Update

Since its launch last September, the Anne Arundel County Department of Detention Facilities Registered Apprenticeship Program has made remarkable progress. The program, the first of its kind within an Anne Arundel County department, continues to provide structured on-the-job training for aspiring Detention Officers, addressing a critical workforce need in law enforcement and public safety.

In 2025, 21 registered apprentices were hired, and all are on track to complete their training in 2026. The program allows apprentices to learn directly in the field, alongside seasoned professionals, while gaining the skills and confidence needed for a career in corrections. This collaboration has not only strengthened the workforce but also demonstrated the value of apprenticeship as a model for public safety careers.



"The Department of Detention Facilities is thrilled to welcome our cohort of apprentices! We look forward to supporting them every step of the way as they work toward completing the program this Fall."

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

The Value of Student-to-Apprenticeship (StA)

Student-to-Apprenticeship (StA) is a Registered Apprenticeship option that allows high school students ages 16 and older to begin paid on-the-job training and related classroom instruction while still enrolled in school. All hours earned count toward completion of the full apprenticeship after graduation, providing a seamless bridge between education and the workforce.

In Anne Arundel County, the Anne Arundel Student Career Excellence (AASCE) initiative—led in partnership by the Anne Arundel County Local Workforce Development Board, AAWDC, Anne Arundel County Public Schools (AACPS), and Anne Arundel Community College (AACC)—supports this model by providing career coaching, mentorship, and industry-aligned guidance. AASCE builds on the Blueprint for Maryland's Future by preparing students to enter apprenticeship pathways with confidence, accelerating credential attainment and long-term career success.



Looking Ahead

Apprenticeship continues to gain momentum as a proven workforce strategy at both the state and local levels. In 2025, Maryland reinforced this commitment through the Registered Apprenticeship Investments for a Stronger Economy (RAISE) Act, which established the Maryland Apprenticeship Incentive Program to provide financial support to employers and sponsors hiring and training apprentices.

These investments reflect a shared understanding that apprenticeships are an effective, industry-driven solution to building skilled talent pipelines, strengthening career readiness, and meeting evolving labor market demands.

Building on this momentum, AAWDC is advancing a forward-looking strategy guided by three core pillars: Engage, Establish, and Expand. Together, these pillars align workforce development with business needs and ensure employers across Anne Arundel County have access to the skilled talent required to grow and compete.

ENGAGE

We will engage businesses by raising awareness of how apprenticeships can address critical workforce challenges, reduce turnover, and build a pipeline of skilled employees. By demonstrating the measurable benefits of apprenticeship programs, including improved productivity, operational efficiency, and return on investment, we help businesses see apprenticeships as a strategic tool for growth.

ESTABLISH

We will establish new apprenticeship programs in partnership with businesses, designing customized models that meet specific workforce demands. Priority will be given to industries with emerging or unmet talent needs, including IT/Cybersecurity, Healthcare, and Hospitality, ensuring businesses in these critical sectors can access trained, job-ready talent.

EXPAND

We will expand existing programs by helping businesses increase program capacity, introduce new occupations, and scale their apprenticeship efforts. By strengthening these programs, we enable companies to retain and develop skilled employees, improve succession planning, and build competitive advantage.

WANT TO LEARN MORE ABOUT APPRENTICESHIP?

Connect with us at: apprenticeship@aawdc.org

Or visit us at: www.aawdc.org

