

# Citizen Advisory Committee

Calvert County Board of Education

November 28, 2022 Minutes

## Members Attended:

Alicia Mayer  
Wanda Hassler  
Bill Herbert  
Rhonda Hawkins  
Kristen Austerman  
Claire Hill  
Felicia Sorrells  
Lisa Johnson  
Laveeta Hutchins  
Steve Nowicki  
Susan Cox  
Darren Sakei  
JC Hooker  
Carmen Cantemir  
Sarah Berry  
Jamie Fraser  
Sara David

## Visitors/Guests:

### C.C.P.S Staff:

Dr. Susan Johnson, Chief Academic Officer  
Anthony Navarro, Chief Operations Officer  
Karen Maxey, Administrative Assistant

### Guests/Presenters:

Ms. Carrie Akins, Principal CTA  
Pamela L. Cousins  
Samirah Brown

## Documents for the Record:

- An Introduction to Apprenticeship in Calvert County Public Schools

## Call to Order:

- Mr. Steve Nowicki called the meeting to order. October 2022 Minutes were adopted and seconded.

## An Introduction to Apprenticeship in Calvert County Public Schools:

- Career & Technical Education in CCPS
- The Apprenticeship Maryland Program (AMP)
- Implementation, current status, and projected growth for the CCPS AMP program.
- The impact of the Blueprint with regard to growing our AMP program in CCPS.

## What is Career & Technical Education?

- Career and technical education—commonly known as career-tech ed or CTE—describes classes that are designed to prepare students for work.
- The hallmark of all CTE is that it prepares students for careers in “High wage,” “high skill,” and “in-demand” fields.

## Not Our Grandparents' Vo-Tech

In some ways, today's CTE is not actually all that different. In many high schools, including here in Calvert County, you can still find the same vocational-ed classes that existed half a century ago. They prepare students for jobs that *require a specific set of skills, but that do not necessarily require a college degree.*

- But in important ways, CTE is very different than our grandfather's "vo-tech."
  - Many programs now focus on areas typically associated with associate or bachelor's degrees, such as engineering or business.
  - CTE classes offer roads to additional study after high school; therefore, they are meant to be more academically rigorous than those of a previous generation.
  - Today's CTE programs offer students pathways to career immediately after high school while also offering options for certifications and, often, college credits or articulations.
- With today's rapidly evolving and changing workforce, it's more important now than ever for our students to be BOTH College AND Career ready.

## Goals for CTE in Calvert County Public Schools

- Ensure equitable access and pathway to success for all students of Calvert County Public Schools to the variety of experiences which are available by fostering a culture of equity and cultural responsiveness within and surrounding CTE learning experiences.
- Ensure students have the opportunity to earn verified and practical certifications and/or college credits which enable them to succeed in industry following graduation.
- Enhance student learning opportunities through partnerships with local businesses and community members that include offering a variety of work-based learning experiences and opportunities for collaboration between current employers and potential future employees.
- Create awareness of and provide preparation for future career opportunities and training needed for those careers through student experiences and exploration throughout the student's academic career.
- Contribute to the creation of a resilient and adaptable work force in order to meet the current and future needs of our community

## What makes an "Apprentice-able" position?

- Able to be approved by the Maryland Department of Labor as safe and suitable for high school students
- Upward mobility potential job title/field
- Availability of an on-site mentor(s) who becomes the student's primary "educator" during the experience
- At least one year commitment from the sponsoring employer (funding for full 450 hours, willingness to work with the student/school system)
- Ability for students to earn a certification through the experience
- Availability of related technical instruction

## How does AMP work for Students?

- Students apply in the junior year and begin in either the summer prior to or during the senior year of high school.
- Students who complete the AMP program earn FOUR high school credits that can be applied toward graduation requirements:
  - 3 Credits in the apprenticeship (450 hours on the job)
  - 1 Credit of Related Technical Instruction
- Students' high school schedules are determined both based on students' other course needs as well as demands of the employer (availability of work hours); most AMP students attend school for 2-3 periods and then complete on-the-job experience the remainder of the day.
- Students take related technical instruction credit prior to or concurrently with the apprenticeship experience depending on students' schedule, availability of the instruction, or the needs of the sponsoring employer.

### How does AMP work for employers?

- Potential employers meet with both Mrs. McGuffin (CCPS) to determine the business' needs, including the availability/suitability of related technical instruction. Mrs. McGuffin provides the business a link to required forms with the Department of Labor.
- The employer applies formally to be a registered youth apprenticeship sponsor. There is no cost for this, only a commitment to adherence of the rules/requirements of hosting a youth apprentice. Once the application is submitted, the Department of Labor's Apprenticeship Navigator conducts a site visit. If approved by the navigator, the employer's application is forwarded to the Maryland Apprenticeship Council for final approval.
- The employer interviews and ultimately selects/hires a student who has applied for the position. Employers use the same process they use for hiring any employee, including items such as background or drug tests.

### Current AMP Placements & Historical Completion

- In SY21-22, CCPS was able to place three youth apprentices. One student completed the apprenticeship fully and two completed partially. Initial placements were at Lexington Park AutoMall (Lexington Park) and Loving Care Senior Services (Dunkirk)
- In SY22-23, CCPS currently has four youth apprentices placed with four different companies. An additional placement is anticipated in December.
  - An additional four potential apprenticeships were identified for this school year, but could not be filled. Various reasons included lack of availability of related technical instruction (or student experience prior to the apprenticeship), students' school schedule constraints, and transportation issues.
  - One additional apprenticeship ultimately fell through due to issues with the employer (student's age was a factor that couldn't be worked out).

### Future Growth of the AMP Program

- For SY23-24, we have tentatively secured commitments/placement availability with **13** business partners:
  - All five current partners plan to return and again sponsor apprentices next year.
  - The four sponsors where we were not able to place students are willing to again explore sponsoring students.
  - We have secured tentative commitments from four additional new businesses; two have already submitted applications to the MD Apprenticeship Council.
  - Calvert County Public Schools is in the initial stages of application to host apprentices potentially in facilities, construction, and IT.
- The potential number of youth apprentices next year is between 13 and 18, with a few companies willing to host more than one youth apprentice.
- For SY23-24, we may be able to effectively triple the current size of the program.
- In the long-term, numbers may fluctuate if:
  - Economic conditions change which may prohibit businesses from sponsoring (paying) apprentices.
  - Business sponsors choose to fill open positions with current apprentices and then no longer have a need for new apprentices.
- It is foreseeable based on implementation of the program in other parts of the state that we would ideally identify at least 25 local businesses with at least half of those willing to sponsor one or more apprentice each year (they may rotate years of accepting new students).

### What's Next for AMP in CCPS?

- Continuing to recruit new employers willing to sponsor youth apprentices across a wide variety of industries.
- New ideas for implementing related-technical instruction, such as possibly offering the instruction in a summer setting so that students can begin work on the job as soon as possible in the senior year.

- Continuing to spread awareness in the community and to parents/students about the program through school-based open-house nights, interest events held at CTA, and distributing literature, flyers, etc at CCPS-sponsored events.
- Recruiting well-prepared and interested students for open and available apprenticeships.

Beginning in January we will allow fifteen minutes at the end of each meeting to discuss “what’s up.” You will be allowed two minutes to highlight a topic. You should email comments in advance to Ms. Maxey.

**Conclusion/Meeting Adjourn**

- The meeting adjourned at 7:40 p.m.