



IMPLEMENTATION PLAN

Joint Career and Technical Education Vision For Maryland's Future

2026

EXECUTIVE SUMMARY

This Implementation Plan serves as the strategic roadmap for realizing the Joint Career and Technical Education (CTE) Vision for Maryland's Future.¹ Developed as a collaborative effort between state agencies and governing boards, this plan outlines the specific actions, timelines, and accountability measures required to transform Maryland's career and technical education landscape and dramatically expand high school student participation in registered apprenticeship and industry-recognized credential attainment by 2031.

Central to this Implementation Plan is the foundational directive established by the Joint CTE Vision ("the Vision"): *By the 2030-2031 school year, 1 in 4 high school graduates who are college and career ready (CCR) will meet the 45% goal in the Blueprint by completing a high school level of a Registered Apprenticeship. By 2031, 45% of Maryland public high school graduates who are CCR will have completed the high school level of a Registered Apprenticeship (RA) or earned another Industry-Recognized Credential (IRC), in alignment with the Blueprint for Maryland's Future.*

The plan focuses on three core objectives key to achieving the Vision, with a primary emphasis on expanding high school level registered apprenticeship (HSLRA) participation and supporting student IRC attainment:

- 1. Increase Employer Engagement to Generate HSLRA Opportunity Expansion:** Prioritizing the growth of HSLRA opportunities by reducing barriers for employers. Key strategies include transitioning Youth Apprenticeship (YA) programs into formal HSLRAs, providing technical assistance to recruit new apprenticeship employers, and encouraging Local Education Agencies (LEAs) to act as apprenticeship sponsors.
- 2. Expand Student Access to and Awareness of HSLRAs + IRCs:** Eliminating hurdles that prevent student participation in HSLRAs. This involves making information regarding HSLRA opportunities publicly accessible, revising graduation and licensing regulations that limit apprenticeship access, and implementing statewide solutions for flexible scheduling and transportation to support work-based learning.
- 3. Align Partner Agencies and Modernize Data Infrastructure:** Establishing shared accountability for the strategies and action items in this Implementation Plan across the Governor's Workforce Development Board (GWDB), Maryland State Department of Education (MSDE), and Maryland Department of Labor (MD Labor). This includes

¹ Maryland Career and Technical Education Committee. (2025). Joint vision statement: Career and technical education for a stronger Maryland. Governor's Workforce Development Board.
<https://gwdb.maryland.gov/ctecomm/ctecomm-jointvisionstatement2025.pdf>

modernizing data infrastructure to track apprenticeship and credential metrics and launching a public-facing performance data dashboard by 2027.

While this executive summary provides a high-level overview, the remainder of the document offers a technical breakdown of the steps necessary to reach the goals put forth by the Joint CTE Vision. **Following this summary, each objective is broken down into specific strategies with associated action items for lead agencies. Every strategy identifies a lead agency responsible for execution and supporting agencies tasked with collaboration, along with measures of success to ensure progress is quantifiable and transparent.** The document concludes with a Draft Annual Targets table, which provides the year-over-year numerical growth required in both HSLRA and IRC completions to meet the *Blueprint's* 45% goal.

CONFIDENTIAL DRAFT