

Apprenticeships and Industry-Recognized Credentials for High School Students Under the *Blueprint for Maryland's Future*





Summary of Policy Issuances 2024-01 and 2024-02



The *Blueprint for Maryland's Future* ("the *Blueprint*") established a goal that, by the 2030-31 school year, 45% of public high school graduates will have completed the high school level of a Registered Apprenticeship or another industry-recognized credential, as defined by the CTE Committee of the Governor's Workforce Development Board ("45% goal"). The CTE Committee has issued two policies to define minimum standards and quality criteria for both the "high school level of a Registered Apprenticeship" and other "industry-recognized credentials" (IRCs) that will be counted toward the *Blueprint's* 45% goal.

Defining the *Blueprint's* 45% Goal

High school students must complete one of the following by graduation to be counted

Options	Details		In 45% Goal
Registered Apprenticeship (RA)	<ul style="list-style-type: none"> - Gold standard for fulfilling the <i>Blueprint's</i> 45% goal - Requires a minimum of 144+ hours of related instruction (RI) and 250+ hours of on-the-job training (OJT) before graduation¹ - Does not require completion of entire RA during high school 		
Industry-Recognized Credential (IRC)	<ul style="list-style-type: none"> - IRC that validates skills for in-demand occupations and is recognized by employers, as approved by the GWDB CTE Committee¹ - Student must earn an IRC on the approved list - Student can also complete as part of a YA (see below) - Should be pursued when a RA is not available 		
	Youth Apprenticeship (YA) + IRC	- Student must have completed an IRC, per above, as part of their YA	
YA Only	- Completion of YA without an IRC may still be a valuable experience for some students and employers, but cannot count toward the <i>Blueprint's</i> 45% goal ²		

High School Level of a Registered Apprenticeship

Registered Apprenticeship (RA) provides a structured career pathway and is an earn-and-learn training model proven to have a strong return-on-investment for both apprentices and employers. In Maryland, RAs must be approved by the Maryland Apprenticeship and Training Council (MATC).

A "high school level of a Registered Apprenticeship" is defined as a MATC-approved RA program that begins while an apprentice is in high school, and **requires that students complete a minimum of 144 hours of related instruction (RI) and at least 250 hours of paid on-the-job training (OJT) before their high school graduation.** Further RA requirements continue post-graduation, in accordance with total program standards approved by MATC.

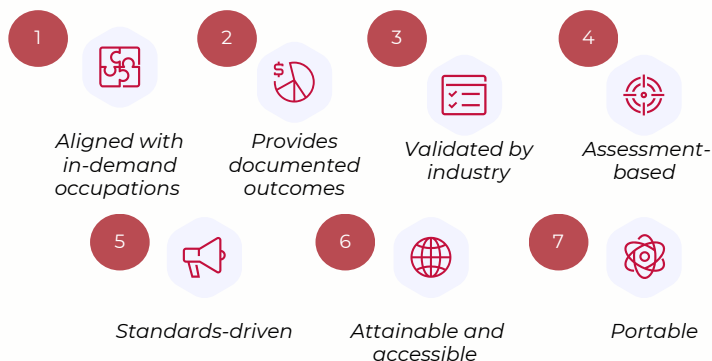
1. To view the GWDB CTE Committee's Apprenticeship Policy and IRC Policy, visit www.gwdb.maryland.gov/policy.
2. YA only cannot be included in the 45% goal given statutory definitions and interpretation of the law from the AIB.

Industry-Recognized Credential

An industry-recognized credential (IRC) is a **formal validation of an individual's skills and/or competencies that align with state or regional in-demand occupations and is recognized by industry and employers. It may be a certification, license, or credential that is obtained through an assessment process, is portable, and may be stackable. The IRC leads to documented positive employment outcomes, ensures relevance in the labor market, and supports career advancement and economic development for credential holders.**

The CTE Committee and the Maryland State Department of Education (MSDE) have developed a coordinated IRC vetting process to ensure that State efforts through the *Blueprint* as well as through federal Perkins CTE funding are focused on quality IRCs that fit the above definition.

Each IRC on the State-approved list used by both the CTE Committee and MSDE must meet the following required quality criteria:



It is also preferred, but not required, that IRCs also meet the following quality criteria:



Successful “completion” of a “high school level” IRC (that can be counted for the Blueprint’s 45% goal) requires one of the following:

Credential is awarded to the student upon successful completion of an assessment process that may include written, oral, or performance evaluations before they graduate high school;

OR

The collective college credit earned in high school can be applied toward a specific postsecondary certificate or degree that is recognized by the industry for a specific occupation and meets the IRC criteria as defined in this policy;

OR

Completion of a pre-apprenticeship program that is connected to registered apprenticeships and meets the IRC criteria and quality standards as defined in this policy.

Applications for new IRCs to be considered that are not on the approved list will be open annually August 1 through October 31. The IRCs will be reviewed by MSDE and submitted to the GWDB CTE Committee for approval to go into effect the following school year.

A list of current state-approved Industry Recognized Credentials can be viewed at www.marylandpublicschools.org/about/Pages/approved-credentials.aspx. Additional information can be found in the GWDB CTE Committee’s Apprenticeship Policy and IRC Policy, which can be viewed at www.gwdb.maryland.gov/policy.

ABOUT THE GWDB CTE COMMITTEE

The **GWDB** serves as the Governor’s chief strategy and policy-making body for workforce development by engaging key business, labor, education, community, and State and local government leaders to collaborate and advise the Governor on business-led workforce approaches that advance Maryland’s economic competitiveness and build pathways to work, wages and wealth for all Marylanders. The **CTE Committee of the GWDB** was established under the *Blueprint for Maryland’s Future* with a mission to build an integrated, globally-leading framework for providing CTE to Maryland students in public schools, institutions of postsecondary education, and the workforce. To learn more visit www.gwdb.maryland.gov/ctecomm.