



Opportunity in Action: Creating Economic Mobility Through Apprenticeship

June 4th, 2025

Who We Are



[JustUSccc.org](https://www.justusccc.org)

The JCC is a national federal policy table led by and created for individuals who are directly impacted. The JCC forms the connective tissue needed to catalyze full participation in policy practices and changes for formerly incarcerated people and directly impacted individuals and their communities.

Our Why



The voices of those most impacted by the criminal legal system have been missing and/or excluded from decision-making tables.

Priorities



Employment Equity: One of Several Federal Priorities



Paid Work Training — a concept essential to economic mobility — is often limited both by access to funding as well as challenging business landscapes. Both of these realities perpetuate poverty for people with conviction histories:

Myths about apprenticeships may prevent impacted job seekers from applying

Local apprenticeship programs may assume they are not equipped to serve the holistic needs of the apprentice

Job training and skill building opportunities in carceral settings are limited in many ways.

Centered back to people





TYPES OF WORK-BASED LEARNING STRATEGIES

Registered Apprenticeship

Non-Registered Apprenticeships

Pre-Apprenticeship

Youth Apprenticeship

On-the-Job Training (OJT)

Customized and Incumbent Worker
Training

Work Experiences and Internships

Transitional Jobs



APPRENTICESHIP

QUALITY, RIGOR, STANDARDS



Paid Job

- Apprenticeships are jobs! Apprentices earn a competitive wage from their employers during training.



Work-Based Learning

- Programs provide structured on-the-job learning to prepare for a successful career.



Classroom Learning

- Apprentices are provided classroom instruction on the critical aspects of their careers.



Mentorship

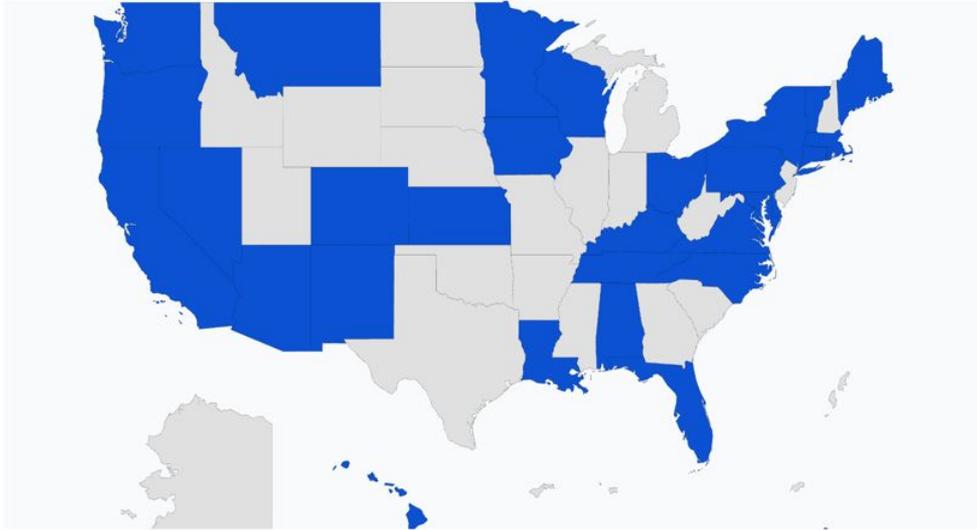
- Apprentices receive on-the-job learning under the instruction of an experienced mentor.



Credentials

- Apprentices earn a portable, nationally-recognized credential within the industry.

Find Your State/Territory Apprenticeship Contact



APPRENTICESHIP
4 KEY ROLES

**EMPLOYERS
(EMPLOYMENT)**

Must have employer(s)

New hires and
incumbents

Must drive program
design / RTI

Provider of OJL / Work-
Based Learning

**SPONSORS
(ADMINISTRATORS)**

Responsible for
administrating

Can be an employer, a
consortia of employers,
industry associations, joint
labor-management
organizations, educational
or training providers,
CBOs, or other workforce
intermediaries

**EDUCATIONAL
PROVIDER (RTI)**

Can be employer /
industry based

Can be joint labor-
management orgs

Community colleges

Others (nonprofits)

**PUBLIC WORKFORCE
SYSTEM**

Provide basic skills /
pre-apprenticeship

Provide training funds
(OJT contracts, ITAs,
customized training)

Provide support
services

APPRENTICESHIP PARTNERS

- Community-based organizations
- Youth organizations
- Faith-based organizations
- Local workforce boards
- High schools and charter schools
- Community colleges
- National nonprofits
- Unions



Myth vs. Reality

Myth: **Apprenticeships Are Only for Construction or Union Jobs**

Reality: While traditionally associated with trades, apprenticeships now span diverse industries like healthcare, IT, finance, education, and cybersecurity. Moreover, many programs are non-union and tailored to specific employer needs.

Myth: **Apprenticeships Are Too Expensive or Time-Consuming for Employers**

Reality: Setting up a registered apprenticeship program is often cost-effective. Employers can access tax credits, grants, and support services. Additionally, for every \$1 invested, employers see an average return of \$1.44, benefiting from increased productivity and reduced turnover.

Myth: **Apprenticeships Are Only for Entry-Level Roles**

Reality: Apprenticeships now cover a range of positions, from entry-level to advanced roles, including those requiring degrees or certifications. They are also used to upskill existing employees for higher-level positions.

THANK YOU



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Apprenticeship Maryland's Workforce Future

 MARYLAND
APPRENTICESHIP

 Maryland
DEPARTMENT OF LABOR

REGISTERED APPRENTICESHIP



PAID
EMPLOYMENT



ON-THE-JOB
TRAINING



INTEGRATED
COURSEWORK



BUSINESS
DRIVEN

Apprenticeship removes the choice between **earning** and **learning**. Giving workers a clear path to education, better wages and a better career.

APPRENTICESHIP IN MARYLAND

12,315

Active Apprentices

1,462

High School Apprentices

200

Registered Programs

+2,000

Employers Participating

+300

Unique Occupations

\$82,900

Median apprentice salary
5 years after graduation

\$1.44

Average employer return on
investment per dollar spent
on apprenticeship

89%

Average three-year retention rate for
Registered Apprentices

TOP APPRENTICE OCCUPATIONS



4,691

Electricians



1,545

Steamfitters



742

Plumbers



646

HVAC Technicians



478

Elevator Constructors



351

Firefighters

Apprenticeship is most common in the building trades, but Maryland has developed innovative new programs in non-traditional industries

BIOTECHNOLOGY ASSOCIATE APPRENTICESHIP

MC MONTGOMERY
COLLEGE

AstraZeneca 


charles river

- Three years of paid on-the-job training with an industry leading pharmaceutical employer
- Results in an AAS in Applied Science from Montgomery College
- Scalable through regional partnerships

 MARYLAND
APPRENTICESHIP

APPRENTICESHIP WORKS

 MARYLAND
APPRENTICESHIP



- Healthcare
- Accounting & Finance
- Reentry
- Success Stories



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TAKE OUR SURVEY!!