



Maryland

GWDB CTE COMMITTEE

CTE Committee Meeting

November 13, 2024

Meeting Goals

- Discuss annual progress targets toward the *Blueprint's* 45% Goal
- Discuss CTE Framework
- Align on Annual Report components
- Revisit CTE policy issuances, career counseling, upcoming events, and staffing

Revisit and accelerate progress on CTE Committee priorities through 2025

Motions to Approve



Meeting Agenda



August 28, 2024 Meeting Minutes

Governor's Workforce Development Board
CTE Committee Public Meeting
Harford County North Harford High School
211 Pylesville Rd, Pylesville, MD 21132
Wednesday, November 13, 2024
2:00 p.m.
To register to watch virtually, visit <https://tinyurl.com/ctecommitteenov13>

AGENDA

I. WELCOME & ROLL CALL <ul style="list-style-type: none">Motions to approve: agenda; August 28, 2024 meeting minutes	Myra Norton, Chair, CTE Committee
II. 45% ANNUAL TARGETS	Myra Norton, Chair, CTE Committee
III. CTE FRAMEWORK	Myra Norton, Chair, CTE Committee
IV. EXECUTIVE DIRECTOR REPORT <ul style="list-style-type: none">Annual ReportApprenticeship PolicyCTE Expert Review Team PlanMaryland Business Summit on Engaging the Future WorkforceCareer CounselingFY25 Staffing	Rachael Stephens Parker, Executive Director, GWDB
V. LEA SPOTLIGHT HARFORD	Joseph Connolly, Supervisor of CTE and Magnet Programs, HCPS
VI. ADJOURN	Myra Norton, Chair, CTE Committee

Maryland
GOVERNOR'S WORKFORCE DEVELOPMENT BOARD

CTE Committee Meeting
DRAFT Meeting Minutes
August 28, 2024
2:00 P.M. - 4:00 P.M.
Maryland State Department of Education
Rasmick Building, 200 W Baltimore St, Baltimore, MD 21201

ATTENDEES:

(IP)	Matt Holloway (V)	Dr. Carey Wright (IP)
(V)	Secretary Portia Wu (IP)	Secretary Raji (IP)
	Charnetia Young (IP)	Rob Limpert (IP)

(virtual)

MEETING SUMMARY:

The Public Meeting convened at the Maryland State Department of Education on August 28, 2024. Chair Myra Norton called the meeting to order at 2:00 p.m.

MEETING REMARKS:

Chair Myra Norton welcomed attendees and thanked Superintendent Wright and her staff for their participation in the meeting at the Maryland State Department of Education. Chair Norton also mentioned the Lunch & Learn session held earlier in the day. Chair Norton also presented a presentation from Richard Kincaid, Vice President of the Office of Career Pathways at MSDE, and provided valuable insights into the state of the CTE committee.

Annual Progress Targets Toward the 45% Goal

“On or before June 1, 2024, the CTE Committee shall establish, for each school year between the 2023-2024 school year and the 2030-2031 school year, inclusive, statewide goals that reach 45% by the 2030-2031 school year, for the percentage of high school students who, prior to graduation, complete the high school level of a Registered Apprenticeship or another industry-recognized occupational credential.

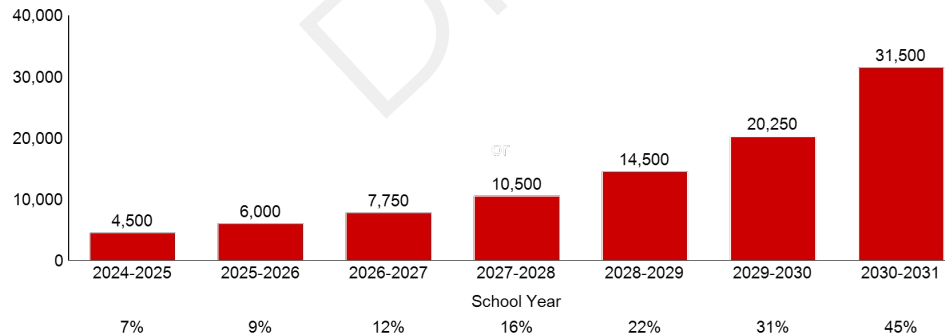
To the extent practicable, the CTE Committee shall ensure that the largest number of students achieve the requirement of this subsection by completing a high school level of a Registered Apprenticeship program approved by the Division of Workforce Development and Adult Learning within the Maryland Department of Labor.”

Md. Code, Educ. § 21-204

Annual Progress Targets Toward the 45% Goal

School Year	Target Number of Graduates	Target Percentage	Percentage Points (PP) Away from 45% Goal	% Growth (Year-Over-Year)
2024-2025	4,500	7%	38 pp	N/A
2025-2026	6,000	9%	36 pp	22%
2026-2027	7,750	12%	33 pp	25%
2027-2028	10,500	16%	29 pp	25%
2028-2029	14,500	22%	23 pp	27%
2029-2030	20,250	31%	14 pp	29%
2030-2031	31,500	45%	0 pp	31%

Number of Graduates with a HSLRA or IRC



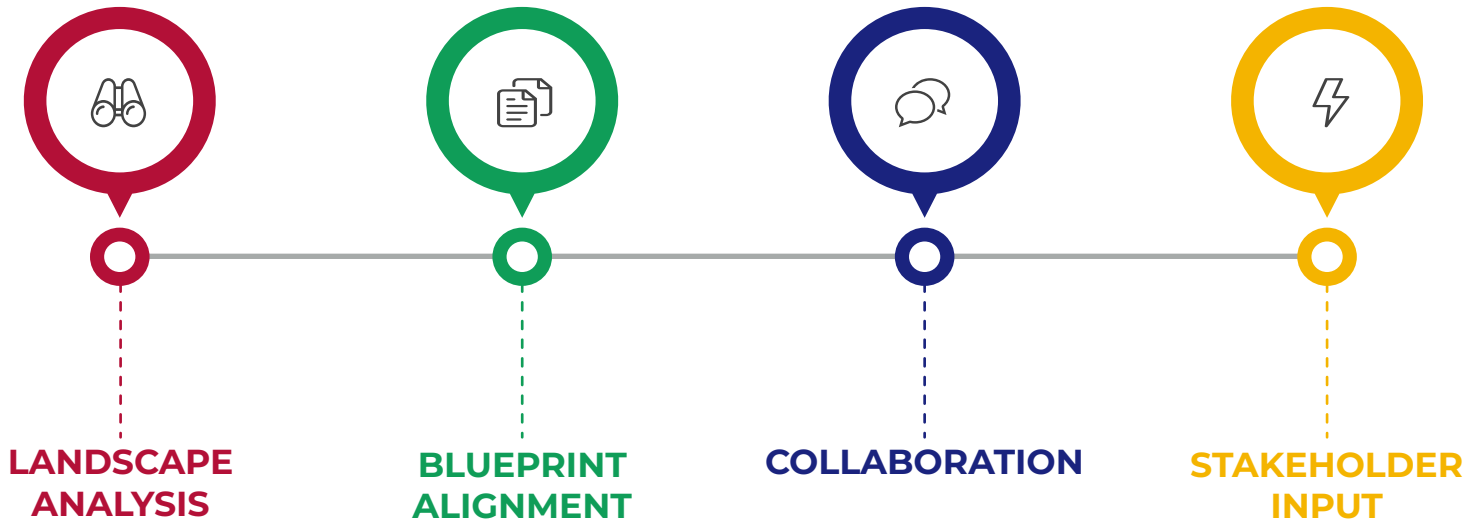
Annual Progress Targets Toward the 45% Goal

AIB Staff Feedback

1. Appreciate the ambitious goals
2. Expand to include additional discussion of anticipated split of RAs versus IRC as part of annual targets
3. Disagree with asking LEAs to take full ownership in setting their own annual targets
4. There needs to be a strategy for rapid RA expansion and IRC completion in the near term
5. Need to address some of the issues - recognize timing for due date, so if not now, then the intent to develop them

CTE Framework Development

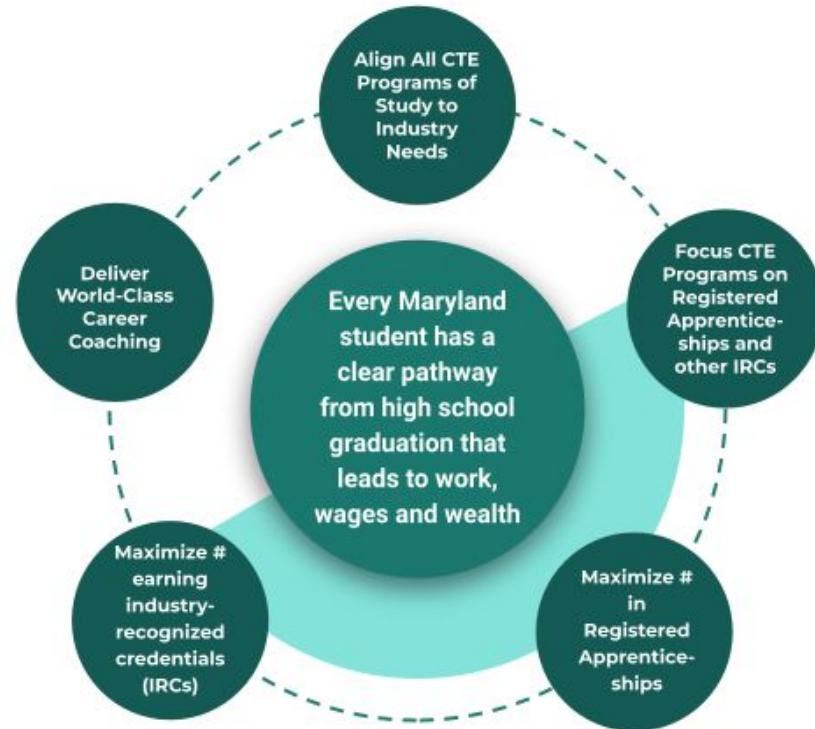
The Blueprint requires the CTE Committee to “develop a statewide framework for CTE that prepares students for employment in a diverse, modern economy.”




Draft CTE Framework

Vision: *Every Maryland student has a clear pathway from high school graduation that leads to work, wages and wealth. All students will have the opportunity to engage in CTE programs that align to high-skill, high-wage, and/or in-demand careers; lead to earning an industry-recognized credential and/or postsecondary credential; and provide quality work-based learning experiences, with Registered Apprenticeship as the gold standard.*

To achieve this vision, Maryland's CTE system will do the following:

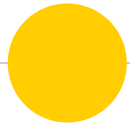





Ensure all students have access to CTE instruction that is aligned with industry needs and prepares them for real-world careers.




Implement high-quality CTE programs that support related instruction for Registered Apprenticeships or attainment of other industry-recognized credentials.



Maximize the number of students who complete the high school level of a Registered Apprenticeship.

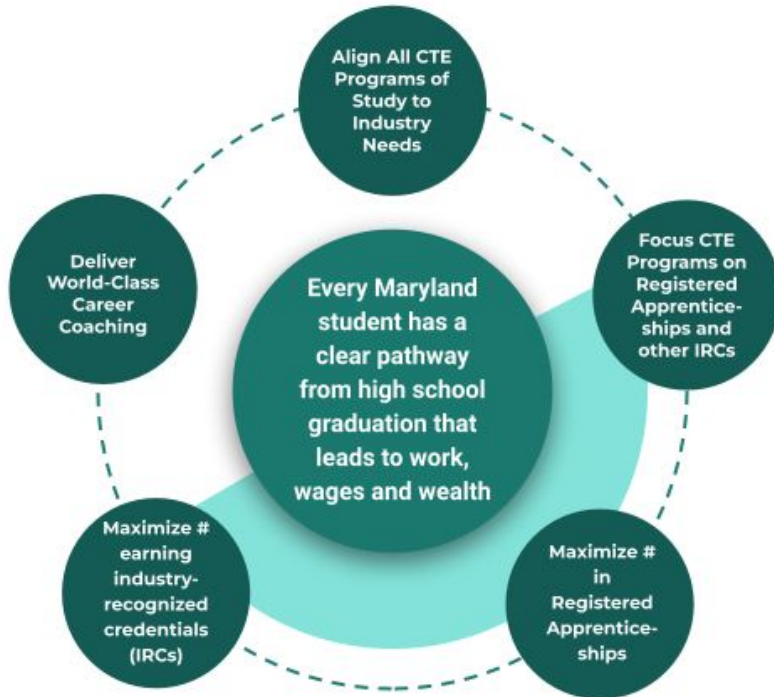


Maximize the number of students who earn other industry-recognized credentials when a Registered Apprenticeship is not available.



Build a world-class career coaching system that supports student success in College & Career Readiness pathways and post-graduation plans aligned to their skills, interests, and values.

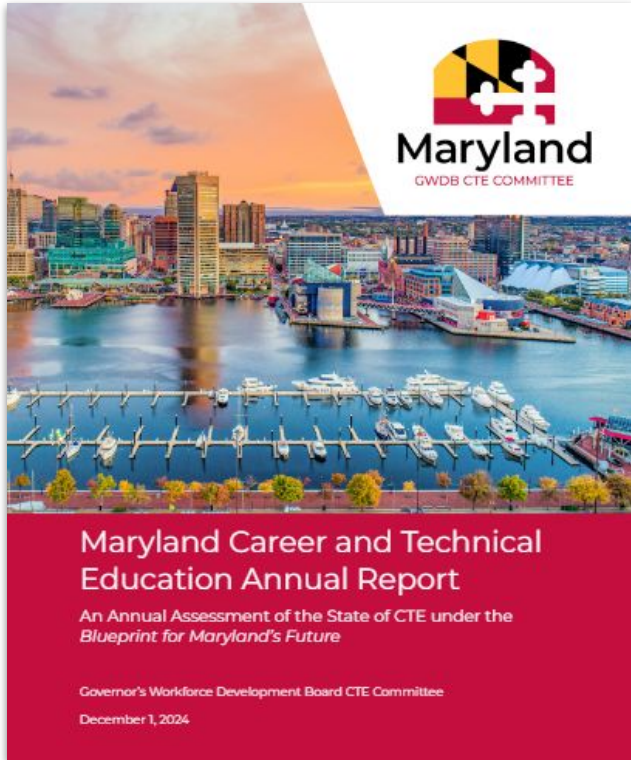
CTE Framework



AIB Feedback:

- Acknowledge what it is in the document - and that the next steps are to provide detailed/comprehensive approach to building out a high quality CTE program in the State. Such as:
 - What needs to change
 - Who is responsible
 - Develop plan to make this shift

Annual Report Components



Statorily due 12/1 annually to the AIB, MGA and Governor. Components of 2024 annual report to include:

- Progress toward the 45% goal
 - Limitations of current data
- Assessment of CTE in Maryland
- Annual statewide targets toward the 45% goal
- CTE Framework (TBD)

AIB Approval & Feedback for Future Consideration

Apprenticeship Policy

- Employer engagement plan
- Facilitate regular meetings of key state agency partners
- Analysis of apprenticeship and methods to expand
- Consider equity challenges and rural areas in expansion supports

CTE Expert Review Team Deployment Plan 2023-2024 SY

- Consider feasibility of schedule/staffing capacity in conjunction with baseline analysis
- Work with MSDE on data collection and analysis
- Consider how information will inform support
- Timeline and approach for developing definition around terms


CTE Committee Policy Issuances

Apprenticeships for High School Students

Policy Issuance 2024-02: To provide guidance on the apprenticeships for high school students that will support and be counted toward the Blueprint for Maryland's Future "45% goal" that, by the 2030-2031 school year and each year thereafter, 45% of public high school graduates will have completed the high school level of a Registered Apprenticeship or another industry-recognized credential by the time of graduation.

Industry-Recognized Credentials

Policy Issuance 2024-01: To provide policy guidance on defining industry-recognized credentials (IRC) of value and on the CTE Committee-approved list of IRCs that will count toward the Blueprint for Maryland's Future 45% goal.



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 new 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.

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

Options	Details	In 45% Goal
1 Registered Apprenticeship (RA)	<ul style="list-style-type: none"> Meets standard in fulfilling the Blueprint's 45% goal Requires 164+ 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 	✓
2 Industry-Recognized Credential (IRC)	<ul style="list-style-type: none"> Student must complete an IRC as defined and approved by the CWRB CTE Committee² Student can also complete as part of a YA (see below) Should be pursued when an RA is not available 	✓
Youth Apprenticeship (YA) + IRC	<ul style="list-style-type: none"> Student must have completed an IRC, per above, as part of their YA 	✓
YA only	<ul style="list-style-type: none"> Completion of YA without an IRC may still be a valuable experience for some students and employers, but cannot count toward the Blueprint's 45% goal. 	✗

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 164 hours of related instruction (RI) and 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.

Additional information can be found in [Policy Issuance Detail].

GOVERNOR'S WORKFORCE DEVELOPMENT BOARD www.gwdb.maryland.gov

Defining the Blueprint 45% Goal

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

	Details	In 45% Goal
1 Registered Apprenticeship (RA)	<ul style="list-style-type: none">• Gold standard for fulfilling the <i>Blueprint's</i> 45% goal• Requires 144+ hours of related instruction (RI) and 250+ hours of on-the-job training (OJT) before graduation¹• Does <u>not</u> require completion of entire RA during high school	
2 Industry-Recognized Credential (IRC)	<ul style="list-style-type: none">• Student must complete an IRC as defined and approved by the GWDB CTE Committee¹• Student can also complete as part of a YA (see below)• Should be pursued when an RA is not available	
Youth Apprenticeship (YA) + IRC	<ul style="list-style-type: none">• Student must have completed an IRC, per above, as part of their YA	
YA only	<ul style="list-style-type: none">• Completion of YA without an IRC may still be a valuable experience for some students and employers, but <u>cannot</u> count toward the <i>Blueprint's</i> 45% goal³	

1 & 2. To view the GWDB CTE Committee's Apprenticeship Policy and IRC Policy, visit www.gwdb.maryland.gov/policy/.

3. YA only cannot be included in the 45% goal given statutory definitions and interpretation of the law from the AIB.

Maryland Business Summit on Engaging the Future Workforce



Event Details

Monday, Dec. 9, 2024

9:00 a.m. – 1:00 p.m.

Ten Oaks Ballroom 5000 Signal
Bell Lane Clarksville, MD 21029

Overview

The event will focus on:

- The Impact of Youth Employment: Understanding how engaging young talent benefits businesses and communities.
- Success Stories and Best Practices: Learning from case studies and successful youth employment initiatives.
- Future Opportunities: Identifying and developing pathways for young people to enter and thrive in Maryland's job market.

Your role:

- Attend! [RSVP](#) by 11/22/24
- Invite peers who may be interested!

National Apprenticeship Week

10 Years of Engagement, Expansion, and Innovation

In recognition of the platform NAW continues to provide for Marylanders to learn about the life-changing impacts of apprenticeship for jobseekers and employers throughout the State.

Visit www.labor.maryland.gov/employment/appr/apprweek2024.shtml



Career Coaching

- Defining role of State Partners
- Plan to discuss/vote on career coaching definitions and metrics for 2024-2025 School Year at December GWDB board meeting
- Evaluation due December 2025



Fiscal Year 2025 Budget (July 1 - June 30)

Total
Budget:
\$2.56M

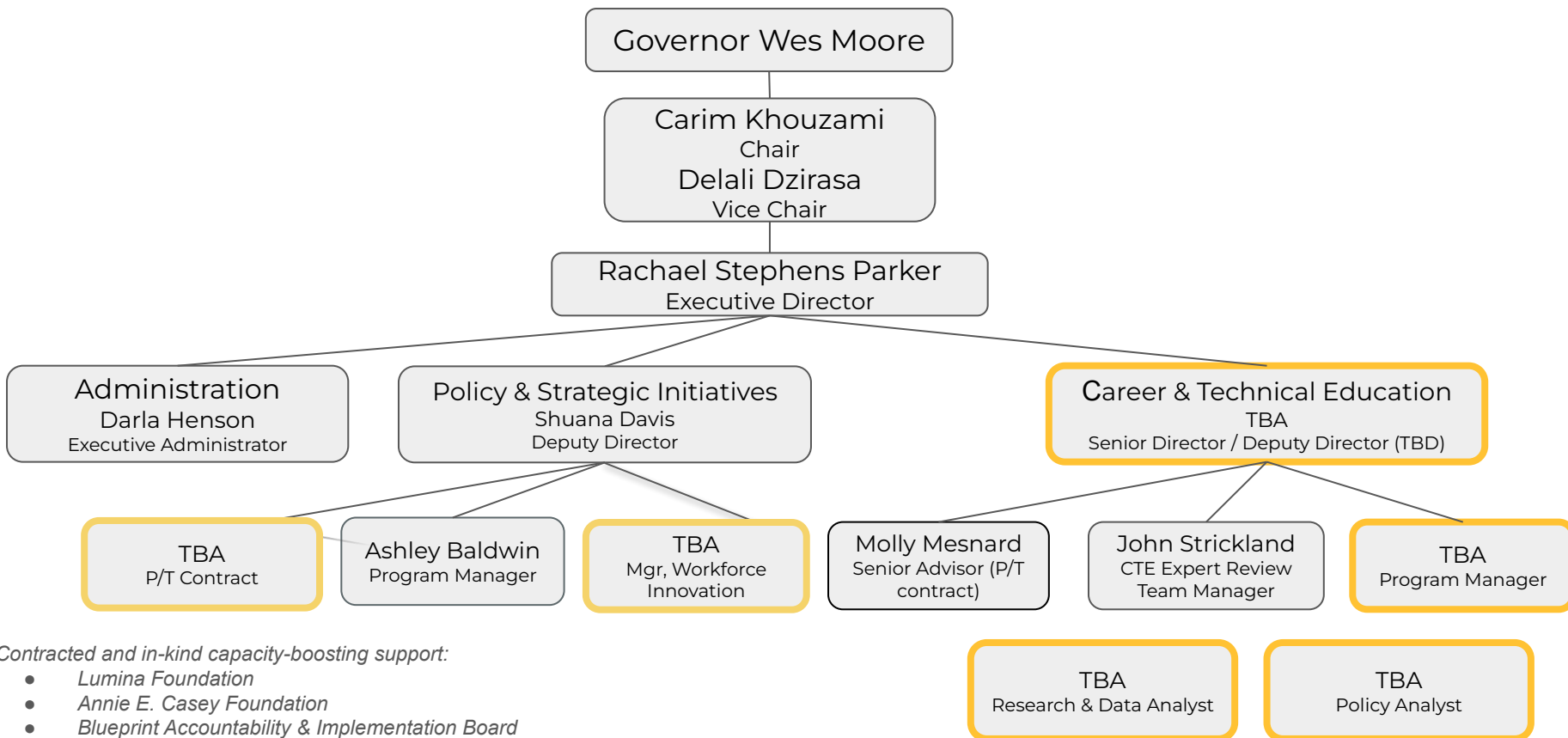
GWDB:
\$1.86M

CTE
Comm.:
\$700K

- \$1.86M operating and special projects budget via general funds
 - \$835K GWDB operating budget (general funds + reimbursable funds via inter-agency MOUs)
 - \$150K – study on advancing skills-based hiring, due 7/1/25
 - \$250K – study on bus driver wages, due date TBD
 - \$625K – passthrough funding to Maryland Center for Construction Education and Innovation

- \$700K operating budget via special allocation
- Supports existing staff and additional staffing capacity (3 new positions, plus a P/T contractual position for remainder of FY25)

GWDB FY25 Organization and Staffing Chart



Contracted and in-kind capacity-boosting support:

- Lumina Foundation
- Annie E. Casey Foundation
- Blueprint Accountability & Implementation Board
- EDSI



Prepare every student for success in postsecondary education and career.



Harford County Public Schools Career and Technical Education



November 18, 2024

Joe Connolly-Supervisor of CTE and Magnet Programs

Welcome to Harford County Public Schools



38,105

Total Enrollment

as of September 30, 2023



90.8%

Graduation Rate

for the class of 2023



5,645

Total Employees

for the 2023-2024 school year



7 Maryland
Blue Ribbon Schools

schools recognized by the Maryland State Department of Education (MSDE), which exhibit high performance and significant improvement in student achievement.

55

Schools



19 Green Schools

recognized by the Maryland Association of Environmental and Outdoor Education (MAEOE), these schools have made a commitment to reduce environmental impact.



308 Teachers hired in 2023

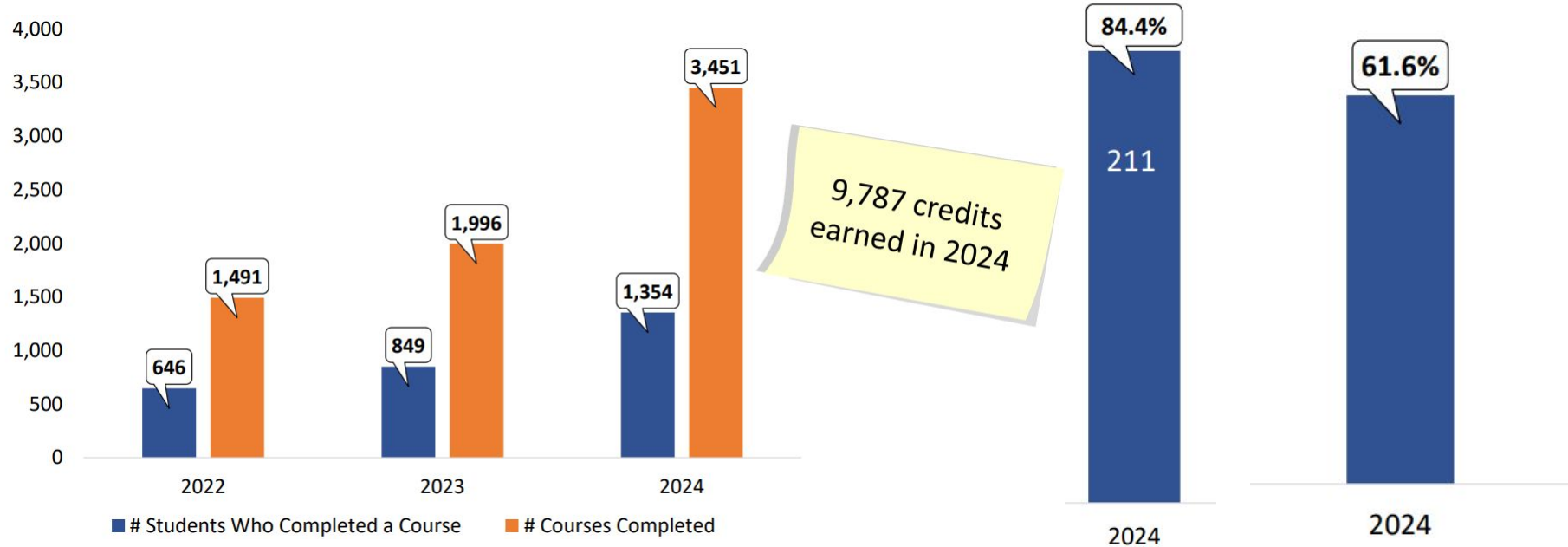
total number of teachers hired between October 16, 2022 and October 15, 2023. 72% of all HCPS teachers have a master's or doctorate.



2,142 Total Classrooms

4,038.4 school-based instructional staff members in 188 total buildings.

Welcome to Harford County Public Schools



Dual Enrollment Data

IB Pass Rate

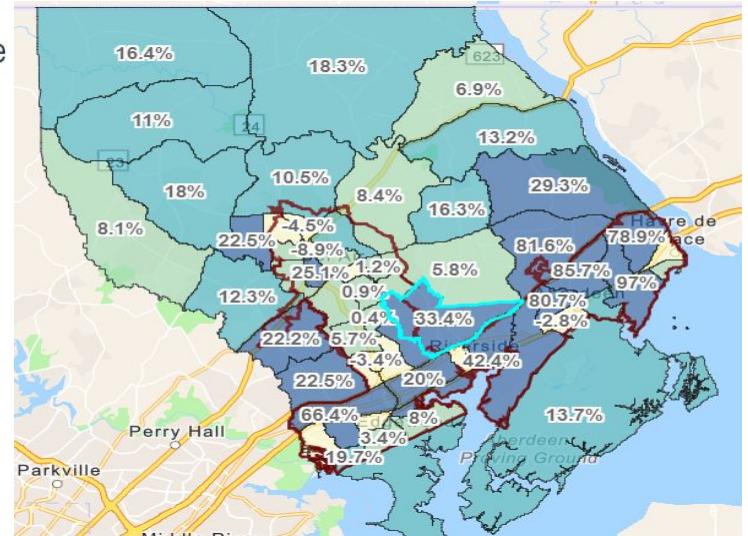
AP Pass Rate

Harford County Government Data

In 2020, Census data had population at 260,924 in Harford County

Population forecasts for Harford County are expected to increase by 33,326 people between 2020 and 2045.

Year	Population
2025	264,870
2030	271,865
2035	280,570
2040	289,220
2045	294,250



Labor Statistics in Susquehanna Region

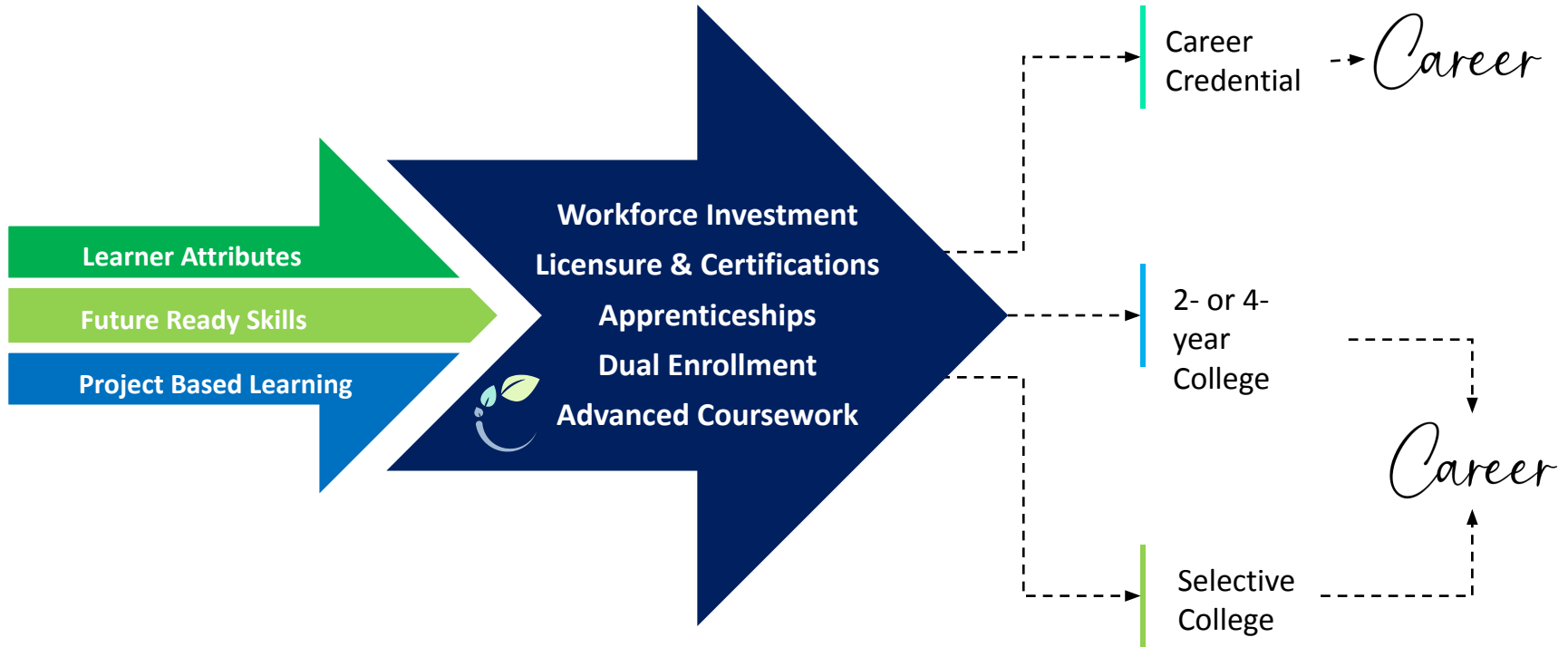
Rank	Detailed Job Skill	Skill Group
1	Customer service	Customer Service Skills
2	Leadership development	Management Analyst Skills
3	Risk management	Risk Analyst Skills
4	Provide technical support	Project Engineer Skills
5	Preventative maintenance	Maintenance Technician Skills

Industry	Job Openings
Prof., Scientific, & Technical Services	11,045
Health Care & Social Assistance	10,474
Retail Trade	4,355
Manufacturing	2,568
Educational Services	2,480
Administrative/Support & Waste Mngt./Remediation Services	2,255
Other Services (except Public Administration)	1,623
Wholesale Trade	1,604
Accommodation & Food Services	1,532
Public Administration/Government	1,144

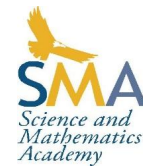
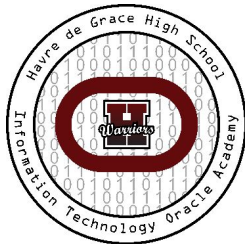
HCPS Targeted Industries



Career Driven



Magnet Programs



Natural Resources & Agricultural Sciences



4 Dynamic Strands

Large Animal Sciences

- Animal Management
- Comparative Anatomy & Physiology

Small Animal Sciences

- Animal Management / Vet Tech
- Comparative Anatomy & Physiology

Plant Sciences

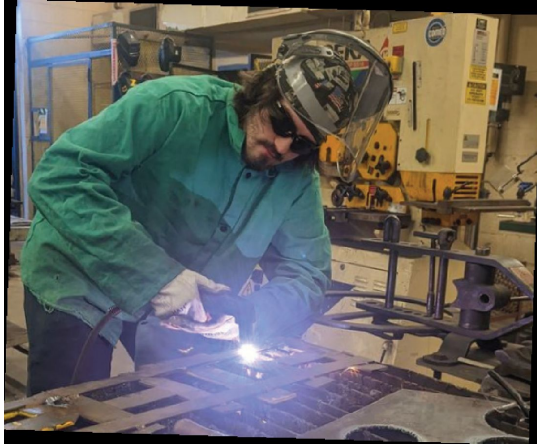
- Plant Propagation and Production
- Edible, Environmental, and Ornamental Plants

Natural Resources Science

- Wildlife Management
- Wetlands and Aquatics



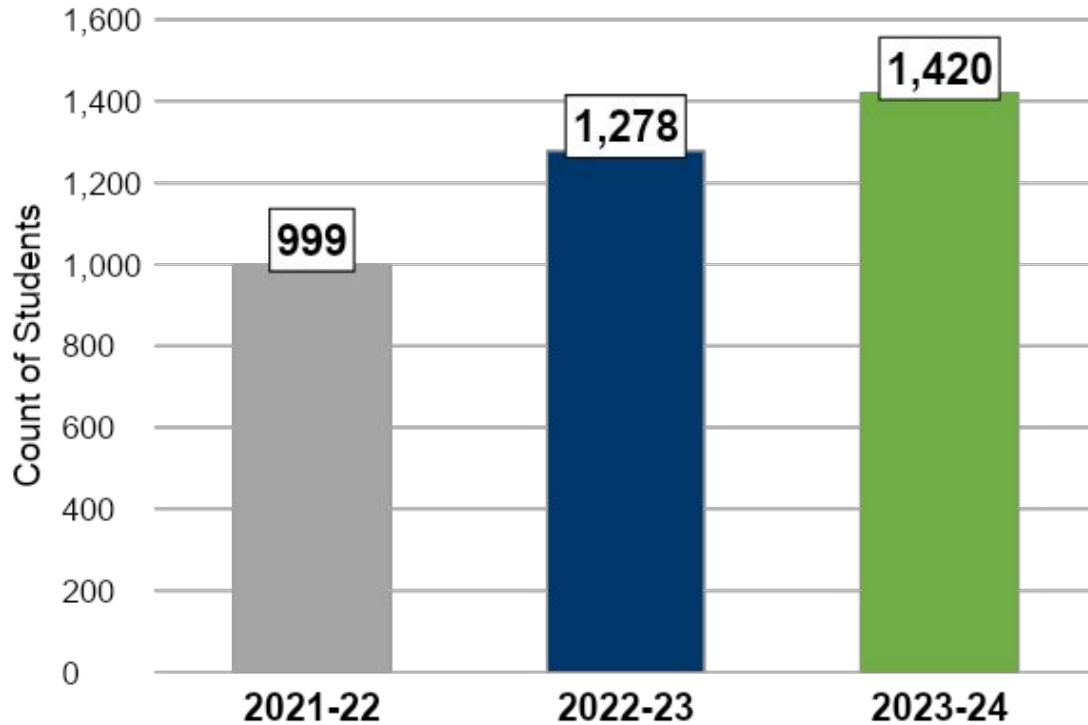
Harford Technical High School



1. Academy of Health Professions
2. Automotive Diagnostic System Repair
3. Automotive Refinishing and Repair
4. Carpentry
5. Computer-Aided Drafting and Design
6. Computer-Aided Machining
7. Cosmetology
8. Electrical
9. Food Preparation and Management
10. Heating Ventilation and Air Conditioning
11. Horticulture – Floral Design and Landscaping
12. IT Networking
13. Printing and Graphics Communications
14. Sports Medicine and Exercise Science
15. Welding



HCPS: CTE Grade 12 Graduate Completer Trend




Early College Programs




- 2 Dynamic Strands
 - Computer Information Systems
 - Cybersecurity
- Graduate high school with 60 hours towards an Associate Degree
- 3 Industry Certifications
 - Network Plus
 - Security Plus
 - A Plus
- 2 Community Partners/Mentors
 - CECOM (APG)
 - Harford Community College

The Student Journey in the Teacher Academy of Maryland Plus


AN EARLY COLLEGE PROGRAM




Acceptance
Students apply and are accepted into the TAM program. Students may apply for TAM+ at the end of 9th grade.




High School Coursework
Students acquire their high school diploma and complete the 4 courses required for the Teacher Academy of Maryland completing all MSDE coursework in 4 years. TAM courses are weighted in the GPA.



College Coursework
Students acquire their Associates of Arts in Teaching in either 4 or 5 years from HCC, while completing their HS Diploma. Fees, tuition, supplies, and more are all paid for by HCPS. Students will have an HCPS teacher who serves as their mentor and liaison to HCC.



Internship
Students are guaranteed a classroom internship in a Harford County Public school with a master teacher. This internship is supervised by the program coordinator.



Signature and Comprehensive Programs

Signature Programs

- Biomedical Sciences
- Pre-Engineering
- Homeland and Emergency Preparedness
- Academy of Finance
- Interactive Media



Comprehensive Programs

- Food and Beverage Management
- Marketing
- Accounting and Finance
- Business Management
- Child Development Associate
- Advanced Technology
- Apprenticeship Maryland

Industry Recognized Credentials

Career Credentials



- OSHA 30
- Parapro
- Help Desk (Security+)
- Java and Database
- ITF+
- Network +
- Cosmetologist License

- Certified Nursing Assistant
- Dental Assistant
- Emergency Medical Technician
- NASM
- Adobe Photoshop, Premiere and Illustrator



Apprenticeship Maryland Program



Apprenticeship Specialists

- Classroom presentations
- Cover letter, resume, and interview skills assistance
- Submission of materials to businesses
- Visits student job sites
- Parent Nights (Middle/High)
- Community Meetings



Apprenticeship Specialists



Chris Allred
C. Milton Wright



Ryan Bayne
Edgewood/Swan Creek



Ann Becker
Fallston/Havre de Grace



Jen Chandler
Joppatowne/Patterson Mill



Jeanne Heinze
Harford Tech/North Harford

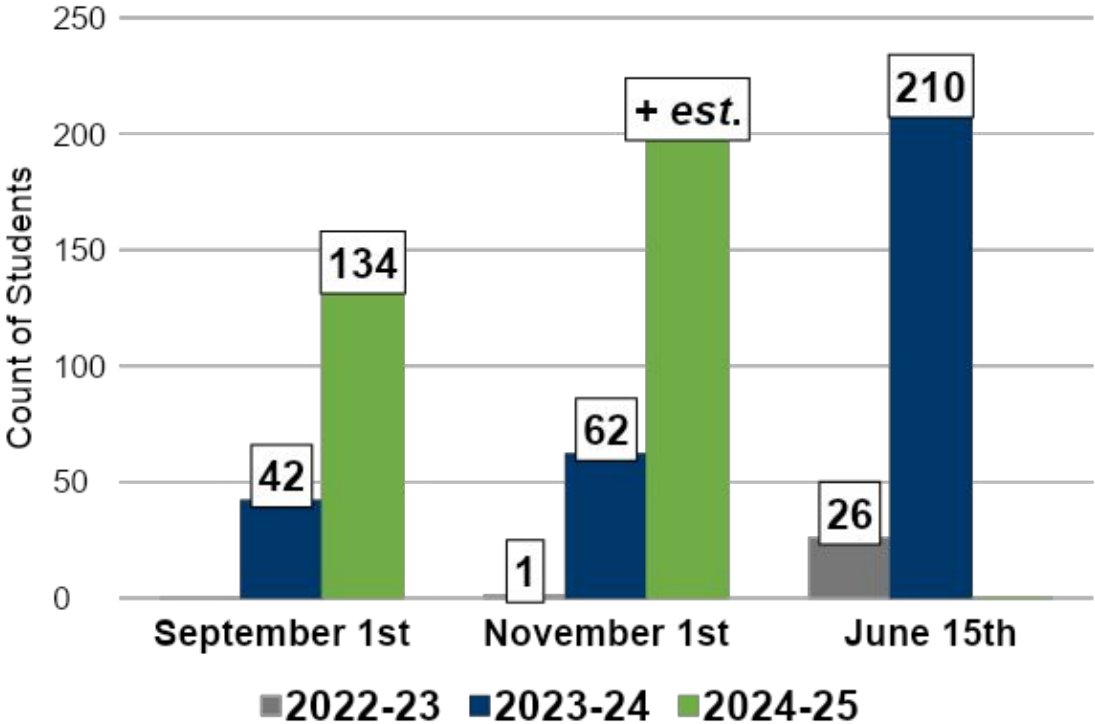


Tim Pistel
Aberdeen



Joni Poust
Bel Air

HCPS Apprenticeship Maryland Program



Harford Youth Workforce Investment

HARFORD YOUTH WORKFORCE INVESTMENT



Harford Youth Workforce Investment



Partnership
with HCC and
Susquehanna
Workforce
Network



Dual
Enrollment
Experience-Students get credit
HCPS/Non-credit for HCC



Students have
choice
opportunities
for coursework
not offered by
HCPS



Students can
obtain an
industry
recognized
credential

Workforce Investment



Courses take place at the Workforce Training Center at Water's Edge, and Harford Community College during the school day (11:15am – 1:15pm).



Free to students!



Bus transportation provided.



Courses have been approved for high school credit in our Advanced Technology Education- CTE Program of Study.

Harford Youth Workforce Investment



Construction



Logistics



Help
Desk/Security+
Windows CST



Microsoft



Communications



Dental

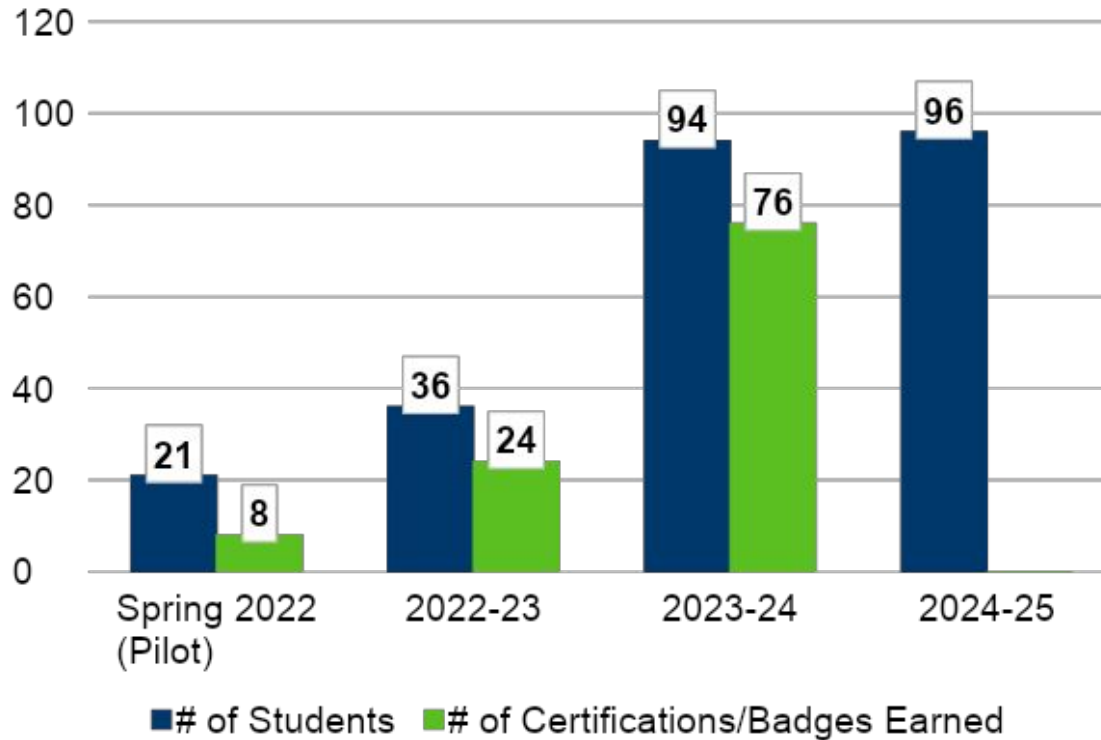


EMT



CNA

Harford Youth Workforce Development



SMARTIE GOALS

Increase apprenticeship participants by 20% and align to an IRC.

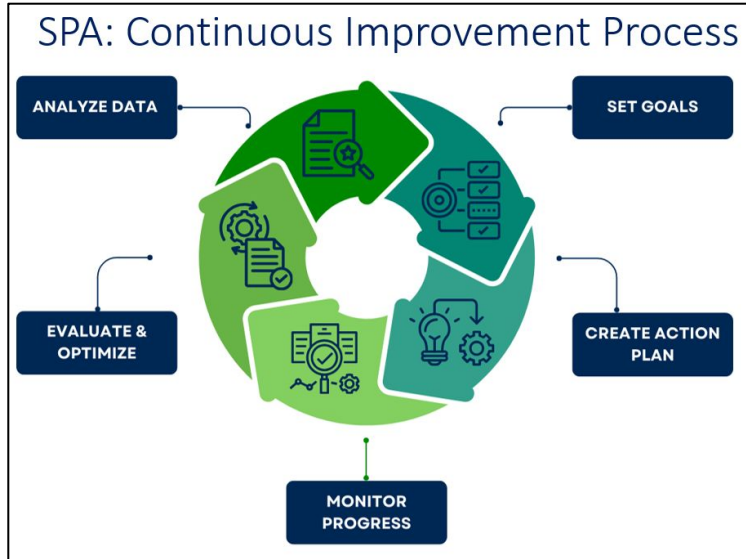
Increase the percentage of CTE concentrators achieving proficiency in Math by integrating academic content into CTE programming.

Increase the number of students enrolled in CTE programs that meet the high-skill, high-wage, and/or in-demand criteria.

Strong marketing efforts to middle school students, parents, and school counselors.

Remove any barriers to accessing CTE Programming.

School Performance and Achievement (SPA) Highlights



Prepare every student for success in postsecondary education and career.



Targeted career preparation-focused goals in high school SPA plans.



Support student achievement in mathematics through targeted attention to the mathematical habits of mind in CTE classes.

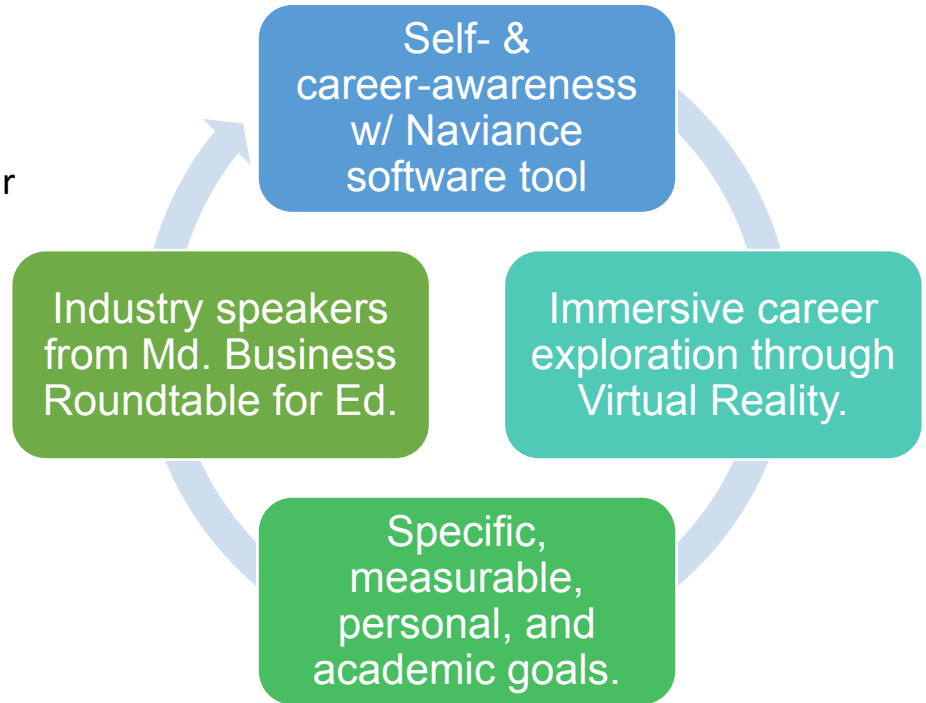


Engagement with families, communities, and school feeder systems to develop career exploration and awareness.

Career Coaching

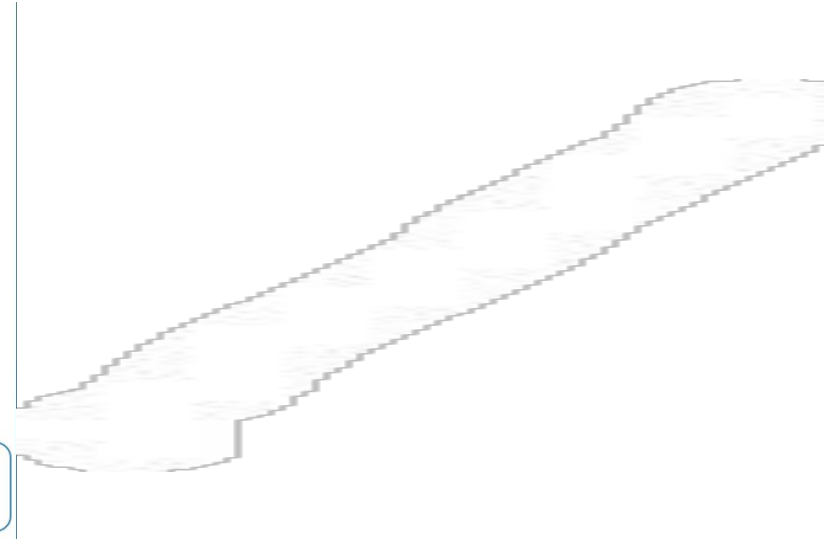
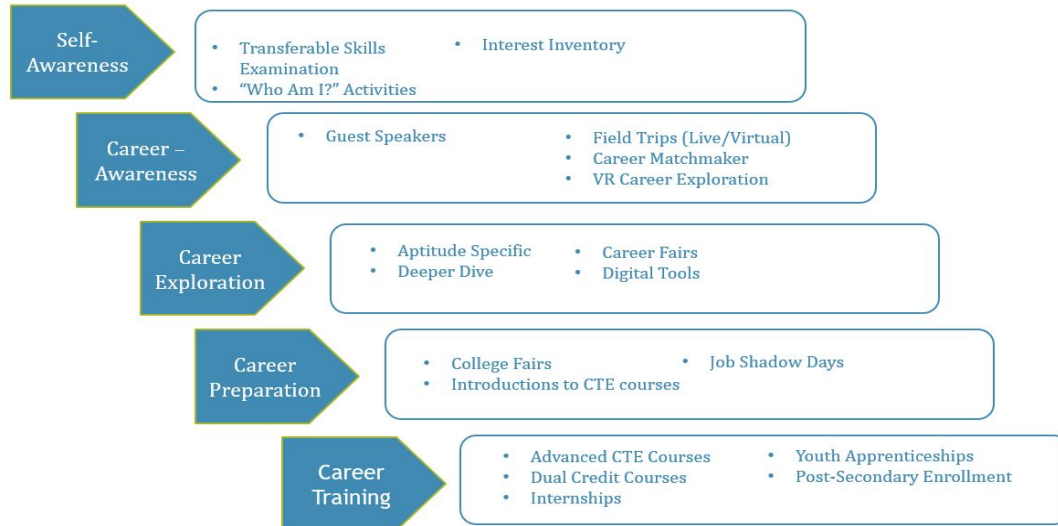
The career coaching program led by the Susquehanna Workforce Network, in partnership with HCPS and HCC, aims to support students in learning how to maximize resources related to their present and future success.

Examples of experiences include:



Career Coach Continuum

Presence in Middle and High Schools Working along the Career Continuum







Resources

- Apprenticeship Maryland Agreements Signed By: Student, Parent/Guardian, Employer, LEA
- College and Career Readiness Report
- Susquehanna Workforce Network Intake Inventory
- Sage Report from Maryland Department of Labor
- Harford County Government



CTE Committee FY24-25 Deliverables

Item	Timeline	Status	Notes
Define Industry-Recognized Credentials	Oct. '23 – Aug. '24		- Approved
Define High School Level of RA	Nov. '23 – Aug. '24		- Approved
Submit CTE ERT Deployment Plan	2023-2024 SY		- Approved
Submit FY24-27 Implementation Plan	April '24 – Aug. '24		- With AIB for review and approval
Develop CTE Framework	Jan. '24 – Fall '24		- In progress for submission to AIB
Set 45% Targets	April '24 – Fall '24		- In progress for submission to AIB
Submit Annual Report	Oct. '24 – Dec. '24		- In progress for submission to AIB
CTE ERT Deployment 24-25 SY	2024-2025 SY		- Ongoing (3 visits conducted to date)
Career Counseling definitions and TA	Aug. '24 – Spring '25		- In progress

Next Steps

Staff

- Schedule virtual special meeting first week of December
- Update CTE Framework and 45% targets based on discussion today
- Share Annual Report with members for review
- Prepare for the Maryland Business Summit on Engaging the Future Workforce 12/9/24
- Confirm 2025 meeting schedule
- Hire staff

CTE Committee Members

- Confirm availability for a virtual special meeting early December
- Provide feedback on the Annual Report
 - Including additional feedback on the Framework and 45% targets
- RSVP to attend the Maryland Business Summit on Engaging the Future Workforce
- Review career coaching pre-reading materials in preparation for GWDB board meeting