

HOUSE BILL 1233

C3, F1, F2

3lr2963
CF SB 668

By: **Delegate Kerr**

Introduced and read first time: February 15, 2023

Assigned to: Rules and Executive Nominations

A BILL ENTITLED

1 AN ACT concerning

2 **Teacher Degree Apprenticeship**

3 FOR the purpose of establishing the Teacher Apprenticeship Startup Grant Program in the
4 Maryland Department of Labor; requiring a sponsor participating in a teacher
5 apprenticeship program to establish an apprenticeship that develops certain career
6 paths and to pay apprentices certain compensation; requiring a sponsor, in
7 coordination with the Career and Technical Education Committee, to develop a high
8 school level apprenticeship; requiring a sponsor to partner with institutions of higher
9 education to offer postsecondary education credits under a teacher apprenticeship
10 program; requiring the Department to award a certain amount in a certain fiscal
11 year for a certain purpose; requiring the Governor to include in the annual budget
12 bill an appropriation for the Grant Program; and generally relating to teacher
13 apprenticeships in the State.

14 BY adding to
15 Article – Labor and Employment
16 Section 11–607
17 Annotated Code of Maryland
18 (2016 Replacement Volume and 2022 Supplement)

19 Preamble

20 WHEREAS, Apprenticeship is an effective mode of learning academic, employability,
21 and occupational skills for most professions. Apprenticeships widen access to rewarding
22 careers, enhance the productivity of workers, and strengthen the engagement of learners
23 as they apply what they learn in a career-oriented job. Apprenticeships meet the demand
24 by employers for skilled professionals with experience who understand all aspects of an
25 occupation; and

26 WHEREAS, Apprenticeships in the teaching profession can help meet the demand
27 for teachers in Maryland in ways that encourage diversity and ensure quality. Becoming a

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1 K–12 teacher through apprenticeship lowers financial barriers to full certification, thereby
 2 attracting qualified individuals from low–income, bilingual, and African American
 3 communities. Teacher apprenticeships increase substantially the time prospective teachers
 4 apply what they learn in classroom settings. Teacher apprenticeships take full advantage
 5 of the enthusiasm of young people who begin their apprenticeships in high school. By the
 6 time they become fully qualified, teachers trained through apprenticeship would have 3 to
 7 5 years of classroom experience; and

8 WHEREAS, Apprenticeships benefit local education agencies by expanding the
 9 availability and mix of teaching talent and by attracting teachers who have ties and
 10 commitment to local communities. Another benefit is the ability of local education agencies
 11 to tailor the teacher training to best meet the needs of the school system; and

12 WHEREAS, Teacher apprenticeships are already successful in the United Kingdom
 13 and Australia and are starting to penetrate U.S. school systems. The U.S. Department of
 14 Labor currently recognizes teaching apprenticeship programs of 12 states, including
 15 Arkansas, California, Colorado, Michigan, Tennessee, Texas, West Virginia, and Wyoming.
 16 The specifications of well–developed functions and competencies for effective teachers are
 17 increasingly available and can help a teacher apprenticeship program yield an increased
 18 supply of committed and capable pre–K and K–12 teachers; now, therefore,

19 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,
 20 That the Laws of Maryland read as follows:

21 **Article – Labor and Employment**

22 **11–607.**

23 (A) (1) IN THIS SECTION THE FOLLOWING WORDS HAVE THE MEANINGS
 24 INDICATED.

25 (2) “GRANT PROGRAM” MEANS THE TEACHER APPRENTICESHIP
 26 STARTUP GRANT PROGRAM.

27 (3) “SPONSOR” MEANS AN ORGANIZATION THAT DEVELOPS AND
 28 IMPLEMENTS A TEACHER APPRENTICESHIP PROGRAM.

29 (B) THERE IS A TEACHER APPRENTICESHIP STARTUP GRANT PROGRAM IN
 30 THE DEPARTMENT.

31 (C) THE PURPOSE OF THE GRANT PROGRAM IS TO:

32 (1) PROVIDE YOUNG INDIVIDUALS WITH OPPORTUNITIES TO BEGIN A
 33 CAREER IN PRIMARY AND SECONDARY EDUCATION;

1 **(2) DEVELOP A COHORT OF INDIVIDUALS QUALIFIED TO WORK AS**
2 **TEACHERS IN THE STATE; AND**

3 **(3) ENCOURAGE COUNTY BOARDS OF EDUCATION TO HIRE**
4 **APPRENTICES.**

5 **(D) A SPONSOR PARTICIPATING IN A TEACHER APPRENTICESHIP PROGRAM:**

6 **(1) SHALL CONSIST OF:**

7 **(I) THE MARYLAND STATE EDUCATION ASSOCIATION; AND**

8 **(II) AT LEAST THREE LOCAL SCHOOL SYSTEMS; AND**

9 **(2) MAY CONSIST OF:**

10 **(I) OTHER UNIONS REPRESENTING SCHOOL SYSTEM**
11 **EMPLOYEES;**

12 **(II) ADDITIONAL LOCAL SCHOOL SYSTEMS; AND**

13 **(III) INDIVIDUAL SCHOOLS.**

14 **(E) (1) A SPONSOR PARTICIPATING IN A TEACHER APPRENTICESHIP**
15 **PROGRAM SHALL ESTABLISH AN APPRENTICESHIP THAT DEVELOPS A CAREER PATH**
16 **FOR:**

17 **(I) TUTORS;**

18 **(II) TEACHER'S AIDES; AND**

19 **(III) TEACHERS.**

20 **(2) AN EMPLOYER IN THE APPRENTICESHIP PROGRAM SHALL PAY**
21 **APPRENTICES COMPENSATION CONSISTENT WITH OTHER EMPLOYERS IN THE SAME**
22 **FIELD.**

23 **(3) (I) A SPONSOR, IN COORDINATION WITH THE CAREER AND**
24 **TECHNICAL EDUCATION COMMITTEE ESTABLISHED UNDER § 21-209 OF THE**
25 **EDUCATION ARTICLE, SHALL DEVELOP A HIGH SCHOOL LEVEL APPRENTICESHIP.**

26 **(II) A HIGH SCHOOL LEVEL APPRENTICESHIP UNDER A**
27 **TEACHER APPRENTICESHIP PROGRAM SHALL:**

1 **1. ALLOW A STUDENT PARTICIPATING IN THE TEACHER**
2 **APPRENTICESHIP TO MAXIMIZE ATTAINMENT IN:**

3 **A. COLLEGE LEVEL GENERAL EDUCATION CREDITS**
4 **THROUGH ADVANCED PLACEMENT COURSES, AN EARLY COLLEGE PROGRAM, OR**
5 **DUAL ENROLLMENT AT A STUDENT'S HIGH SCHOOL AND AN INSTITUTION OF HIGHER**
6 **EDUCATION; AND**

7 **B. A TEACHER CTE PROGRAM; AND**

8 **2. ALLOW A STUDENT TO COMPLETE COURSEWORK AND**
9 **TRAINING THROUGH AN INNOVATIVE SCHOOL SCHEDULING MODEL SO THAT THE**
10 **STUDENT CAN COMPLETE THE APPRENTICESHIP'S TUTORING REQUIREMENTS**
11 **DURING REGULAR SCHOOL HOURS AND OUTSIDE REGULAR SCHOOL HOURS.**

12 **(4) A SPONSOR SHALL PARTNER WITH INSTITUTIONS OF HIGHER**
13 **EDUCATION TO OFFER POSTSECONDARY EDUCATION CREDITS UNDER A TEACHER**
14 **APPRENTICESHIP PROGRAM.**

15 **(F) (1) THE DEPARTMENT SHALL:**

16 **(I) ADMINISTER THE GRANT PROGRAM; AND**

17 **(II) AWARD A GRANT TO A SPONSOR THAT MEETS THE**
18 **REQUIREMENTS OF THIS SECTION.**

19 **(2) TO RECEIVE A GRANT UNDER THE GRANT PROGRAM, A**
20 **SPONSOR'S APPRENTICESHIP SHALL BE APPROVED BY THE MARYLAND**
21 **APPRENTICESHIP COUNCIL.**

22 **(G) (1) FOR FISCAL YEAR 2025, THE DEPARTMENT MAY AWARD UP TO**
23 **\$250,000 TO A SPONSOR FOR DEVELOPMENT AND IMPLEMENTATION OF A TEACHER**
24 **APPRENTICESHIP PROGRAM.**

25 **(2) FOR FISCAL YEAR 2026 AND EACH FISCAL YEAR THEREAFTER,**
26 **THE GOVERNOR SHALL INCLUDE IN THE ANNUAL BUDGET BILL AN APPROPRIATION**
27 **OF \$750,000 FOR THE GRANT PROGRAM TO:**

28 **(I) PROVIDE GRANTS TO SPONSORS; AND**

29 **(II) COVER THE ADMINISTRATIVE COSTS OF OPERATING THE**
30 **GRANT PROGRAM.**

1 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect July
2 1, 2023.