

May 6, 2026

**FISCAL AND POLICY NOTE**

TO: Education and Workforce Development Committee

THRU: Dr. Arun Puracken *AP*  
Education and Workforce Committee Director

FROM: Caleb Callender *CC*  
Legislative Budget and Policy Analyst

RE: Policy Analysis and Fiscal Impact Statement  
CB-037-2026 Apprenticeship Incentive Program

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**CB-037-2026** (*Proposed by: Council Member Adams-Stafford*)

Assigned to the Education and Workforce Development Committee

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AN ACT CONCERNING THE APPRENTICESHIP INCENTIVE PROGRAM for the purpose of requiring Employ Prince George's and other relevant County agencies to work to strategically provide a package of incentives to increase the prevalence of apprenticeships across Prince George's County, and particularly in industries including technology, construction, building trades, and healthcare.

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**Fiscal Summary**

**Direct Impact**

*Expenditures:* Providing financial incentives to encourage apprenticeships will have a slightly adverse impact on the County.

*Revenues:* Taxes accumulated through employees of apprenticeship programs will provide additional revenue to the County.

**Indirect Impact**

Likely Favorable.

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## **Legislative Summary:**

CB-037-2026, proposed by Council Member Adams-Stafford, would establish a framework of incentives to expand the availability and participation in apprenticeship programs across Prince George's County. The legislation targets key sectors, including quantum computing, construction and building trades, and healthcare.

The bill introduces three potential categories of incentives: (a) recognition-based, (b) financial, and (c) operational. Recognition-based incentives would include designating qualifying businesses as "Apprenticeship Employers" and granting them priority consideration for eligibility in the County's economic development programs. In addition, the Office of Procurement would develop a scoring system to evaluate and assign weights to employers based on the scale and quality of apprenticeship opportunities they provide.

Financial incentives would require the County to allocate funding to support apprenticeship participation. These may include tax credits for participating businesses and wage subsidies for individuals employed through registered apprenticeship programs. Operational incentives would include expedited permitting for employers demonstrating a strong commitment to maintaining a robust County-based apprenticeship workforce.

The legislation promotes a coordinated effort among multiple County agencies to ensure effective implementation and broad community impact. The Re-Entry Program will be a specific target through this legislation. The program has struggled to get off the ground, with businesses failing to be enticed by the grant program established through CB-006-2024. Furthermore, the bill seeks to create a clearer pathway between apprenticeship opportunities and the Career and Technical Education programs within Prince George's County Public Schools, enhancing workforce development outcomes for residents.

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## **Current Law/Background:**

### *State Law:*

Through the Registered Apprenticeship Investment for a Stronger Economy (RAISE) Act, the State of Maryland established a grant program designed to financially incentivize the expansion of apprenticeship opportunities. Sponsors or employers may receive up to \$3,000 for each newly registered adult apprentice, or up to \$7,500 for each high school-level apprentice<sup>1</sup>. The program includes specific eligibility requirements, such as minimum employment duration thresholds and a requirement that apprentices be in their first year of employment as a Registered Apprentice.

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<sup>1</sup> [Maryland Apprenticeship Incentive Program](#)

### *Neighboring Jurisdictions:*

Howard County operates an Apprenticeship Opportunity Program<sup>2</sup>, designed to support local businesses in creating, enhancing, or reactivating apprenticeship opportunities. Eligible businesses may receive up to \$5,000 to support apprentice wages and up to \$20,000 for employer-related program costs. All apprenticeship programs must be approved by the Maryland Apprenticeship and Training Council and must apply within a specified timeframe following the hiring of apprentices.

Montgomery County operates a similar program, the GROW Apprenticeship Grant<sup>3</sup>, which is offered to all businesses recognized as registered apprenticeship sponsors by the U.S. Department of Labor. Participating programs are required to employ Montgomery County residents and may receive awards up to \$30,000.

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### **Resource Personnel:**

- Leroy D. Maddox, Jr., Legislative Officer
- Taylor Ware, Chief of Staff

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### **Discussion/Policy Analysis:**

The reform and expansion of apprenticeship opportunities have become increasingly prominent areas of discussion in recent years. Apprenticeships are designed to equip individuals, particularly young people, with “ready-to-use” skills that align with workforce demands. In a study conducted by Mathematica Policy Research, researchers found registered apprenticeship participants earned an average of \$5,839 more annually than non-participants with similar backgrounds.<sup>4</sup> Over the course of their careers, participants were estimated to earn an additional \$240,037 compared to non-participants.<sup>5</sup> Beyond financial benefits, apprenticeships also provide access to professional networks, enabling participants to build relationships and advance within their chosen fields.

Traditionally, apprenticeships have been concentrated in trades such as construction, manufacturing, and skilled crafts. However, participation has expanded in recent years to include industries such as healthcare and technology. In 2024, there were 37,346 registered apprentices in the healthcare sector, representing a 103% increase from 2020. Despite this growth, the

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<sup>2</sup> [Apprenticeship Opportunity Program](#)

<sup>3</sup> [GROW Apprenticeship Grant](#)

<sup>4</sup> [Apprenticeships and Their Potential in the U.S.](#)

<sup>5</sup> *ibid*

industry continues to face workforce shortages, positioning apprenticeships as a viable solution by equipping individuals with the skills needed to transition into higher-wage roles.

North Carolina State University provides a notable example in the technology sector, having launched an artificial intelligence apprenticeship program in 2020. The program has since expanded into a collaborative effort involving nearly 120 industry partners. Participants complete four 10-week virtual courses while also engaging in hands-on training, including up to eight hours of workshops and seminars and five hours of mentored, on-the-job experience per week. Upon completion, participants earn nationally recognized credentials in artificial intelligence, enhancing their competitiveness in the labor market.

Despite these benefits, cost remains a significant barrier for employers considering apprenticeship programs. Organizations may be hesitant to invest in training due to the associated costs, which can result in low wages or unpaid opportunities for participants. According to the U.S. Department of Labor, employers must also determine wage progression, establish performance evaluation methods, and develop training curricula. While subsidies can help offset these costs, they should not be the sole form of support. It is vital that the supportive services offered by Employ Prince George's include assistance with developing curriculum, which may require an increase in staff capacity to effectively support employer partners. Employ Prince George's stated they do maintain partnerships with Prince George's Community College, International Union of Painters and Allied Trades Local DC-51, Creative Works, Open Classroom and Prince George's County Public Schools, Heritage Care, Washington Metropolitan Transit Authority, and the Division of Workforce Development & Adult Learning-Maryland Department Labor.

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### **Fiscal Impact:**

- *Direct Impact*

Enactment of CB-037-2026 is likely to have an adverse fiscal impact on the County due to the costs of establishing and administering the proposed incentive program. In the most recent fiscal year, Howard County allocated approximately \$150,000<sup>6</sup> to support its Apprenticeship Opportunity Program. Given that Prince George's County has a significantly larger population, a proportionally higher level of funding would likely be required to achieve comparable program reach and effectiveness.

At the state level, Maryland allocated approximately \$5 million<sup>7</sup> to its Apprenticeship Incentive Program. As Prince George's County represents roughly 16% of the State's population, a proportional allocation would suggest a funding level of approximately \$750,000. Based on these comparisons, it is reasonable to estimate that the County's program costs could range from approximately \$200,000 to \$750,000 annually, depending on program scale and participation rates. These expenditures may be partially offset over time by increased tax revenues resulting

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<sup>6</sup> [Apprenticeships – Howard County](#)

<sup>7</sup> [Governor Moore Announcement](#)

from higher employment levels, workforce participation, and economic activity generated through expanded apprenticeship opportunities.

- *Indirect Impact*

The enactment of CB-037-2026 may have a favorable indirect impact by expanding the workforce in Prince George's County and providing residents with more opportunities to gain employment. Particularly, the program is likely to have a profound impact on youth across the County.

- *Appropriated in the Current Fiscal Year Budget*

No.

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### **Policy Implementation Resource/Project Timeline:**

#### **Milestone 1:**

- Clear goals and metrics for apprenticeships developed by Employ Prince George's and the County Council
- These goals will then be used to formulate incentives, which will be created by Employ Prince George's and other County agencies.

#### **Milestone 2:**

- Establish dedicated funding for employer incentives and supportive services, as well as technical-related instruction

#### **Milestone 3:**

- Implement and streamline data-sharing processes between agencies. This will create an avenue for incentives based on a potential scoring system.

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### **Effective Date of Proposed Legislation:**

The proposed Bill shall be effective forty-five (45) calendar days after it becomes law.

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If you require additional information or have questions about this fiscal impact statement, please reach out to me via phone or email.