

Implementing Blueprint CTE Reform in Prince George's

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The Problem: $\frac{2}{3}$ of Maryland high school graduates earn no degree by age 25

The Blueprint Solution: By 2031, at least 45% of high school grads will have completed High School Level of Registered Apprenticeships (HSLRA)

How county government can help achieve Blueprint CTE goal -- and reduce agency workforce shortages

Strategies:

- Employ Prince George's stands up new, robust career counseling in the middle and high schools
- Reconceptualize high school CTE programs to be the Related-(classroom) Instruction of HSLRAs
- Create Registered Apprenticeships beginning in high school across occupations (health, IT, business, services, hospitality, etc.)

How will HSLRAs work?

They will work like the existing PGCPS/AFSCME building service maintenance apprenticeship:

- Juniors take Level 1 construction-related CTE courses and start paid part time work
- The following summer they work full time, paid, under experienced PGCPS maintenance professionals
- Seniors take the Level 2 construction-related CTE courses and continue paid part time work
- Upon graduation, they start work full time on PGCPS maintenance staff with salaries of between \$23 and \$27 an hour and full benefits
- While working as PGCPS employees, they take Levels 3 and 4-related instruction at PGCCC paid for by PGCPS

This HSLRA can be replicated across occupations in public and private sectors. The County government and PGCPS can take the lead in:

- Public Safety
- Health
- Public Works and Transportation
- Teachers

The State Department of Health, Transportation, and Public Safety are already studying how to create HSLRAs to solve their workforce shortage.