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Title: Celebrate National Apprenticeships Week with HCC!

[National Apprenticeship Week](#) highlights the importance of apprenticeships as a pathway to well-paying jobs for individuals from all walks of life, as well as being a key method of addressing national workforce shortages. These programs are especially important for veterans, individuals with disabilities, and people from underserved and marginalized communities, all of whom may experience difficulties accessing high quality, long-term employment.

HCC is the largest community college sponsor of registered apprenticeships in Maryland (MD Department of Labor, 2023) and we are proud to offer multiple pathways to careers in fast-growing and high-earning industries through our apprenticeship programs. Our programs merge formal learning experiences with paid hands-on experience in the field, giving students a diverse, well-rounded opportunity to make money on-the-job while they learn.

Section Title: Why Apprenticeship?

Jeff Richmond, Director of Apprenticeship and Workforce Innovation at HCC recently spoke about the benefits of apprenticeship programs for all walks of life. According to Jeff, “[Apprenticeships are] a great opportunity for young individuals who are just coming out of high school or in their early twenties, but also for career changers because you're able to switch careers with little financial impact because [you are] earning a salary while working.”

Traditionally, apprenticeships have been seen as primarily focused on the skilled trades – Electricians, Plumbers, and HVACR technicians. However, workforce shortages have generated the need for apprenticeship in industries beyond the skilled trades, such as Childcare, Health Care, and Information Technology. Jeff believes there is potential to create apprenticeship programs for just about any industry that needs skilled workers.

“There are traditional apprenticeship programs and the non-traditional apprenticeship programs, and I think in the next three to five years, they won't even have that distinction. [...] We're seeing growth of apprenticeship programs in the healthcare industry, biomedical engineering, technology industry, and other industries as well, wherever there is a workforce shortage because [apprenticeship] is a model that works.”

Section Title: A Lifetime of Benefits

Apprenticeships provide a pathway to careers in fast-growing industries by providing an opportunity for students to earn money while they learn the skills they need. But the benefits of apprenticeship don't end after workers complete the program. According to apprenticeships.gov, apprenticeships are a “super-highway to good jobs”, with apprentices earning up to 49% more annually after completion and earning up to \$300,000 more over the course of their lifetime. According to the U.S. Department of Labor:

- [Electricians](#), [HVACR Technicians](#), and [Plumbers](#) can earn \$51,390–102,300 annually on average after moving from apprentice to journeyman.
- [Construction Managers](#) earn \$78,950–174,140 per year, on average, performing tasks like project planning, blueprint reading, and engineering.
- [Child Care Professionals](#) can make 33–127% more than the national average, working as Child Care Administrators, Directors, and Program Managers earning up to \$65,000 annually.
- Health care apprentices who complete the [Biomedical Equipment technologist](#), [Licensed Practical Nurse](#), or [Surgical Technician](#) Apprenticeship programs can make as much as \$94,000, depending on their chosen career path.
- [Help Desk Technicians](#) can earn \$58,000–95,000 after completing the program, providing technical support, installation, and maintenance for computer systems.
- [IT professionals](#) can make \$85,000–129,000 per year, on average as IT Field Support Specialists, Network Field Support Specialists, Information Systems Security Engineers, and Linux System Administrators.

Section Title: Apprenticeships for Employers

Apprenticeship programs respond to real-time employment needs both locally and nationally and provide workers with access to industries they may not know how or be able to access without the benefit of apprenticeship. Jeff says, “When we look to start an apprenticeship program, we look at the workforce shortages within the region and how we can meet those workforce shortages for specific occupations. [...] As an employer, it makes a lot of sense [because you’re filling in those gaps and you’re investing in your employees who are going to return that investment a hundred-fold.]”

By working closely with employer sponsors like AT&T, Bozzuto, and Medstar, HCC has been able to create high-quality programs that generate workers who have the skills to fill the gaps in just about any industry. Apprenticeship programs help employers see higher retention rates, reduced hiring costs, and have access to a cohort of employees with the relevant skills and training for their industry.

“[Our apprenticeship] programs are industry employer driven [and] we know industry changes very rapidly, so we work with the Maryland Department of Labor and with the employers to make sure that the related [academic] instruction is up to date and matches with what is needed.”

Section Title: More Information

If you’re ready to learn in-demand skills and have a fulfilling career with plenty of room to grow, or if you’re wondering if our apprenticeship programs are right for you, visit howardcc.edu/apprentice, or email apprentice@howardcc.edu for more information.

Employers, your business can benefit from participating in HCC’s apprenticeship program. Howard Community College works with local businesses like Medstar, AT&T, Bozzuto, Independent Electrical Contractors Chesapeake, Heating and Air Conditioning Contractors of Maryland, and Associated Builders & Contractors of Greater Baltimore to develop relevant apprenticeship programs to train the workers of

tomorrow. We can help you build a team of dedicated and skilled workers through our apprenticeship programs. Please visit our [Partnership Opportunities for Growing Businesses](#) page for more information.

For more information about National Apprenticeship Week, please visit apprenticeship.gov/national-apprenticeship-week.