



# Maryland Emergency Management Registered Apprenticeship Program

## Apprenticeship Program Description

The Mid-Atlantic Center for Emergency Management (MACEM) at Frederick Community College (FCC), in partnership with the Maryland Emergency Management Agency, Maryland colleges and universities with emergency management programs, and select host employers have created a new emergency management apprenticeship program. The MACEM serves as the program sponsor and leads the Maryland Emergency Management Registered Apprenticeship Advisory Committee.

The initial program was developed by the MACEM supported by an Apprenticeship Innovation Grant from the Maryland Department of Labor, Licensing and Regulation (DLLR). The apprenticeship staff of DLLR continue to support the MACEM with the recruitment of host employers in both the public and private sectors, and with the recruitment of potential apprentices. Apprentices will work in positions such as emergency management specialist, emergency management planner, crisis management specialist, continuity planner, business continuity specialist, and other related disciplines.

The Registered Emergency Management Specialist Apprenticeship program is the first of its kind in Maryland, and only the second program in the nation. The three-year apprenticeship program includes 2,000 hours per year of on-the-job training, mentor support, 145 hours of college-level instruction, competencies assessment, and formal evaluations. Learning expectations were constructed using the Building Blocks Model and include personal effectiveness competencies; academic competencies; workplace competencies; industry-wide technical competencies, and industry-sector (Maryland) technical competencies.

The apprenticeship program will combine academic courses with on-the-job training completed at the employer's work site. The program is supported by the Emergency Management Associates of Applied Science offered by FCC. The apprentices will complete 27 credit-hours in emergency management-related topics at FCC or one of the participating Maryland higher education institutions. The program culminates in valued industry credentials, including college-level courses in emergency management and a Maryland Emergency Management Registered Apprentice Certification.

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The apprenticeship program will also support the Maryland State Department of Education's (MSDE) Career and Technology Education (CTE) Program in Homeland Security and Emergency Preparedness (HSEP). The MACEM is the statewide post-secondary affiliate for HSEP, which is in use in more than half of the Maryland public school systems. The MACEM role is to develop the eight courses in the curriculum, support the professional development of the high school HSEP teachers, and support the statewide MSDE CTE HSEP Advisory Committee. High school graduates completing the HSEP program will be ideal candidates for the Registered Emergency Management Specialist Apprenticeship program.

Every aspect of the Registered Emergency Management Specialist Apprenticeship program provides benefits to those involved. The program benefits employees by providing them with the opportunity to earn an income and learn about the field of emergency management while gaining experience in the workplace. Employees also receive training and develop skills through work in a real-life application environment, interacting with seasoned emergency management professionals and upon completion possibly joining a fast-growing and evolving profession.

The apprenticeship program also benefits employers: Employers will gain the ability to hire an emergency management-related position with a subsidized salary. They also get to develop an employee with organizational-specific knowledge, culture, and commitment, and then have the possibility to retain that apprentice as a permanent, highly trained employee.

Interaction with the upcoming workforce and exposure to the latest emergency management academic principles are two other benefits that make this program unique.

Perhaps the biggest benefit of the program, however, is the advances it makes to the emergency management profession. Through this program, communities perpetuate an emergency management succession system within their organizations. The profession demonstrates the "whole community" principles by forming new collaborations with business, industry, nonprofits, and higher education institutions. The apprenticeship program allows for the development of rounded professionals with experience, training, and higher education as well as building the concept of emergency management as a profession. Through collaboration, Maryland will fill a gap in the emergency management workforce while providing employers, from around the state, with a trained pool of potential employees. Overall, this program ensures a safer, more competent emergency management workforce, which leads to safer and more resilient communities.