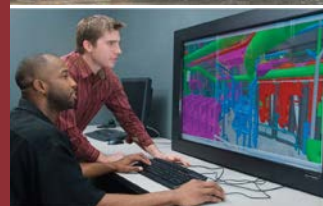
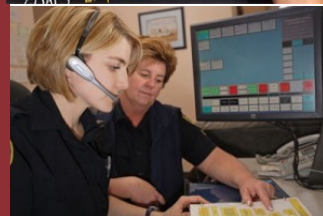




January 9, 2018, Maryland Department of Labor and Licensing approves the MD Registered EM Specialist Certification.

# Maryland Emergency Management Specialist Apprenticeship Program



## Learn and Earn

- Each year of a three-year commitment, apprentices provide 2,000 hours of labor for which they receive on-the-job training and a percentage of salary of an entry-level EM specialist with benefits (rate determined by employers).  
Year 1: 80% for 2,000 hours • Year 2: 85% for 2,000 hours • Year 3: 90% for 2,000 hours
- Each year, apprentices complete 145 hours of college-level instruction (online or classroom), culminating in a Maryland Emergency Management Specialist Apprentice Certification.
- Tuition is covered through a combination of federal assistance programs and employer reimbursement benefits when part of benefits package.
- Apprentices acquire personal effectiveness and workplace abilities, academic principles, and industry-recognized technical skills through competency-based Building Blocks Model (mapped to the Maryland Emergency Management Professional Certification and IAEM AEM).
- Interested parties apply to the MACEM for referral to an interview with interested employers.

## Employer Benefits

- *Trained entry-level employees for the short term:* customized training that meets the needs and requirements of the employing organization.
- *Potential employees for the long term:* 91% of apprentices remain with the company after completion.

### Financial Incentives:

- *Apprenticeship Expansion Fund:* May offer \$3,000 per new apprentice for tuition reimbursement.
- *Workforce Innovation and Opportunity Act:* May offer subsidies for wages for qualified job descriptions.
- *Maryland Business Works:* May contribute up to 50% of training funds up to \$4,500 per apprentice for private sector companies with fewer than 500 employees.
- *Tax credit:* Private sector companies may receive \$1,000 tax credit for employing an apprentice for 7 months of a tax reporting period.
- *Veteran's benefit programs:* May provide funds to support apprenticeship and employment programs for veterans.

Change your **AIM**  
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for students

Change your **GAME**  
**G**ain **A**pprenticeship **M**odel **E**mloyees  
for prospective employers

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