



Career and Technical Education (CTE) Vision for Maryland's Future

Maryland's prosperity depends on how well we prepare young people for the jobs of today and tomorrow. Too many high school graduates still leave without a clear path to economic independence, even as employers face persistent shortages in health care, information technology, construction, public safety, and more. While college remains a critically important path for many, current data shows that approximately half of Marylanders earn any post-secondary degree by age 25—underscoring the need for multiple, high-quality pathways from school to career.

Recognizing this challenge, the Governor and General Assembly have prioritized strengthening Maryland's economy by aligning education and workforce systems to expand opportunity and address skill shortages jointly through the Blueprint for Maryland's Future. The state has committed to expanding registered apprenticeships that begin in high school—ensuring every student can learn, earn, and build a strong foundation for lifelong success. The Blueprint sets a goal that by 2031, 45% of Maryland students graduate with the high school level of a registered apprenticeship or another industry-recognized credential.

Registered apprenticeships are the gold standard of career-connected learning—combining rigorous academics, paid on-the-job experience, professional mentorship and most importantly, a career. To make this historic shift, Maryland will significantly increase the share of students participating in the high school level of a registered apprenticeship (HSLRA). The partners represented here set a goal for 1 in 4 high school students who are college and career ready (CCR) will meet the 45% goal in the Blueprint by completing a HSLRA in 2031. Using current enrollment and achievement rates, this represents 4,050¹ students in the 2031 graduating class. All partners are committed to maximizing the number of registered apprenticeships that start in the junior year of high school.

Achieving this goal by 2031 will require the transformation of both our workforce systems and high school academic programs, along with unprecedented levels of collaboration across state agencies, local school systems, employers, and higher education institutions. Importantly, this will also require an unprecedented pace of growth in the readiness and willingness of employers to leverage registered apprenticeship as a primary talent development tool.

¹ This number represents roughly 7% of the estimated total graduating class (currently projected to be 60,000 students). The new calculation includes only students who have met the [College and Career Readiness standard](#) by graduation (projected to be 60%, or 36,000 students). Within that group, the Blueprint's 45% metric is applied (in this example, 16,200 students). Based on the resulting number of students, the expectation is 1 in 4 will begin the high school level of a registered apprenticeship by graduation (resulting in the new goal of 4,050). This goal shall be attained no later than the 2030-31 school year.

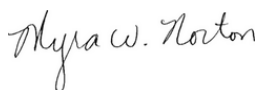
The Maryland Department of Labor will lead implementation efforts to build a robust supply of high school registered apprenticeships that meet market demands for Maryland employers. The Maryland State Department of Education will lead implementation efforts to reform secondary academic programs to promote apprenticeship participation, including alignment of CTE courses to work readiness and skill attainment, post-CCR pathways, and flexible high school schedules. The Accountability and Implementation Board, the CTE Committee of the Governor's Workforce Development Board, and the Governor's Office will play critical roles of coordination, support and accountability to catalyze this cross-agency effort.



Isiah Leggett, Chair, Accountability and Implementation Board

11/20/2025

Date



Myra Norton, Chair, Career and Technical Education Committee

12/3/2025

Date

Joshua Michael, President, State Board of Education

Date