



# GICA

## **Governor's Intergovernmental Commission on Agriculture**

*Labor, Education, & Development Subcommittee*

# AGENDA

**Welcome**

**Approval of July 2026 Minutes**

**Committee Discussion**

- Apprenticeships – *MAEF & RMC*
- New CTE Standards – *MSDE*

**New Business**

**Old Business**

**Adjourn**



# **Agricultural Apprenticeships In Maryland**



# Apprenticeships

## Blueprint for Maryland's Future

The Blueprint for Maryland's Future significantly elevates career-connected learning by setting a goal for 45% of public ~~high school graduates~~ **college and career ready students** to complete a registered apprenticeship or earn an industry-recognized credential by the 2030–2031 school year.

To achieve this, the legislation integrates dedicated **career coaches** into middle and high schools to guide students through individualized **six-year career exploration plans**.

Ultimately, the state positions **high school-level registered apprenticeships** as the preferred path, blending rigorous academics with paid, real-world work experience to seamlessly bridge education and workforce needs.



# Apprenticeship Requirements

## High School Level Registered Apprenticeship

**Junior and Seniors:** At least 16 years old.

**On the Job Training/Learning:** 250 hours of paid work experience prior to graduation.

**Related Instruction:** 144 hours of classroom-related instruction or aligned coursework.

**Compensation:** Must be paid, conforming to state minimum wage and ideally using a progressive wage scale as skills increase.

**State Registration:** A formal agreement approved by the Maryland Department of Labor or Maryland Apprenticeship and Training Council.

Each apprenticeship position is unique.

# Where are we now?

- There are apprenticeships in agriculture and ag-adjacent sectors. Here are some examples:

|                                                    |                                     |                                     |
|----------------------------------------------------|-------------------------------------|-------------------------------------|
| Park Naturalists                                   | Visitor Services Attendant          | Fort Frederick State Park           |
| Park Naturalists                                   | Educator                            | Phillips Wharf Environmental Ce     |
| Park Naturalists                                   | Natural Resources Specialist        | Patuxent Partnership, Inc. (TPP)    |
| Remote Sensing Technicians                         | Uncrewed Aerial Systems Technican   | Baltimore Gas & Electric (BGE)      |
| Robotics Technicians                               | Robotics Technician                 | Process Integration, Inc.           |
| Soil and Plant Scientists                          | Agronomist                          | Turf Valley Resort                  |
| Surveying and Mapping Technicians                  | Survey Technician                   | Carroll Land Services, Inc. (CLSI)  |
| Surveying and Mapping Technicians                  | Survey and Mapping Technician       | COA Barrett                         |
| Veterinary Assistants and Laboratory Animal Careta | Vetrinary Assistant                 | Fallston Veterinary Clinic          |
| Veterinary Assistants and Laboratory Animal Careta | Veterinary Assistant                | Magnifico Inc, dba Jarrettsville Ve |
| Veterinary Assistants and Laboratory Animal Careta | Veterinary Assistant                | Havre de Grace-Perryville Pet Cer   |
| Veterinary Assistants and Laboratory Animal Careta | Veterinary Assistant                | Muddy Creek Veterinary Service,     |
| Veterinary Assistants and Laboratory Animal Careta | Veterinary Technician               | Patuxent Animal Welfare Society,    |
| Veterinary Assistants and Laboratory Animal Careta | Veterinary Technician               | Happy Tails Veterinary Hospital     |
| Veterinary Assistants and Laboratory Animal Careta | Veterinarian Assistant              | Pleasantville Animal Hospital       |
| Veterinary Assistants and Laboratory Animal Careta | Veterinary Assistant                | Kathleen McCadden, DVM Veteri       |
| Veterinary Assistants and Laboratory Animal Careta | Veterinary Assistant                | Animal Emergency Hospital           |
| Water and Wastewater Treatment Plant and System    | Water/Wastewater Treatment Operator | City of Salisbury                   |

- Could there be more? Yes.

# First Steps

- How do we get more apprenticeships? Time and expertise.
- How do we find the time and expertise? We hire someone.
- MAEF was approved for an **Apprenticeship Accelerator grant** through the Maryland Department of Labor.
- Funding will support a position at MAEF to develop more agricultural apprenticeships.
- Currently: Hiring phase (accepting resumes through Oct. 15)
- Submit resumes to [Susanne@maefonline.com](mailto:Susanne@maefonline.com)

# First Steps

**Apprenticeship Accelerator Grant** required two employer partners to be signed on:

Antietam Tractor, Hagerstown, Md.

Stauffer's Butcher Barn, Mechanicsville, Md.

**Accordingly, first two new apprenticeships will be:**

Agricultural Equipment Service & Repair

Red Meat Retail Butcher

While working toward approval of these, our Apprenticeship Coordinator will be promoting apprenticeships to additional employers for other apprentice-able agricultural occupations.



**Susanne Richards**  
**Susanne@maefonline.com**

DIVISION OF COLLEGE AND CAREER PATHWAYS

# Forge the Future: Maryland's Reimagined CTE Course Standards

October 2026

Presented By | Marquita Friday, Director of School Support

A photograph of a smiling female teacher with curly blonde hair, wearing a green shirt, giving a high-five to a young student with curly dark hair wearing a yellow and black striped shirt. They are in a classroom with other students and desks visible in the background.

# Presentation Outline

1. **Redesigning the Structures**  
Creating a next-generation CTE program
2. **Developing Course-Level Standards**  
Aligning the labor market and the classroom
3. **Program of Study Guides**  
A representative view of course-level standards
4. **Next Steps**  
Adopting to Advance

## Redesigning the Structures

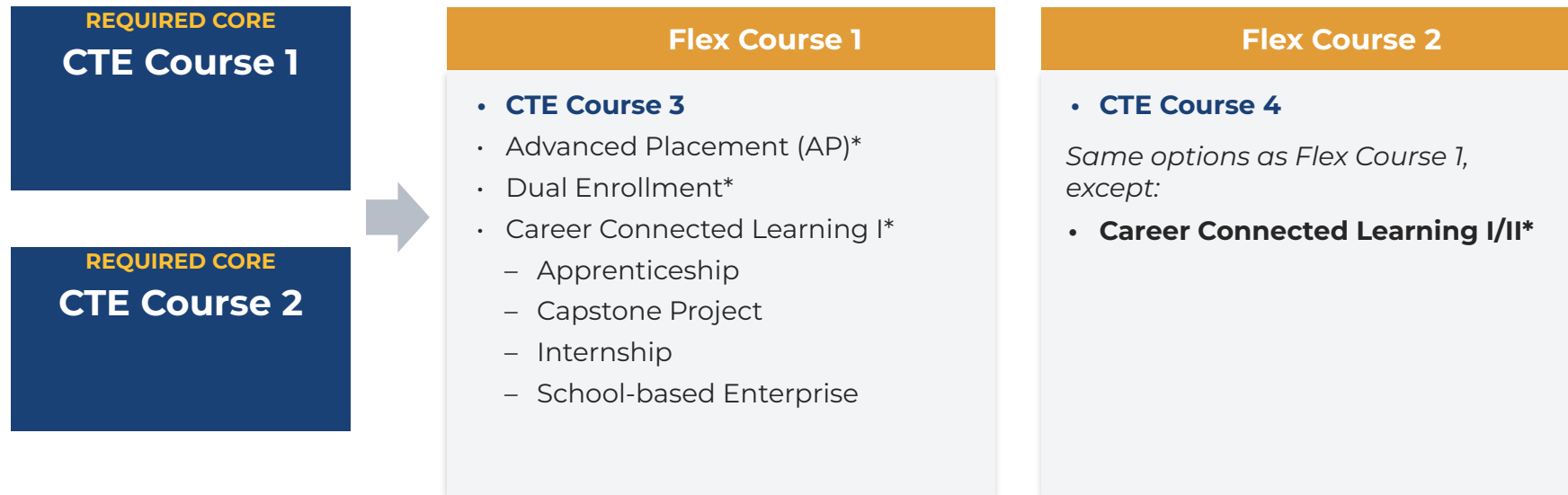


## Elements of a High-Quality CTE Program

Characteristics of high-quality programs that equip students for in-demand careers with rigorous academics, valuable credentials, and real-world experiences:

- Rigorous **academic** and **technical content**
- Leads to careers in **high-skill, high-wage**, or **in-demand** jobs
- Aligns with **credentials of value**
- Incorporates **work-based learning**
- Provides access to **postsecondary credit**

## Our Reimagined System: Core + Flex



*\*AP, Dual Enrollment and Career Connected Learning options must align to the CTE Core.*

# Expanding Program Offerings

## Two Program Pathways



**Equine Care**



**Agribusiness/  
Economics**

## Two Programs



**Agriculture  
Mechanics**



**Natural Resource  
Management**

# Responsive to Industry

## Food & Agribusiness



**Seafood &  
Aquaculture**



**Equestrian**



**Dairy & Livestock**



**Poultry**



**Forestry**

Source: Maryland Department of Commerce - <https://business.maryland.gov/key-industries/>

## Agriculture – Economic Driver

- Critical to our local food systems
- Diverse crops from mountains to shores
- Value added
- Stewards of our Environment
- Food Resiliency
- Crucial Economic Impact:
  - 88,600 Maryland jobs
  - \$755.2 million in tax revenue
  - \$20.2 billion in total economic impact



## By the Numbers: Maryland's New CTE Programming

The adoption of the proposed standards will expand Maryland's CTE offerings.

**14**

**Career Clusters**

**50**

**Programs of Study**

**+2 added**

**162**

**Courses**

**+10 added**

## Developing the Course-Level Standards



# CTE Program Redesign Process



## The Standards Review Process

**Stakeholder voice is key to ensuring the standards align the labor market with the classroom.**

1

### Industry Review

**Validate skills**  
against hiring  
needs—keeping  
programs  
workforce-relevant.

2

### Educator Review

**Translate skills**  
into teachable  
moments—maintai  
ning classroom  
rigor.

3

### Public Comment

Public commenters  
vet clarity and  
equity—**anchoring  
community trust.**

## Program: Agriculture Mechanics

Prepares students to design, operate, maintain, diagnose, and repair the mechanical and technological systems that support modern agriculture.



### What Students Learn

- Workplace safety
- Agricultural equipment and small-engine systems
- Welding and fabrication
- Electrical and hydraulic systems
- Construction and water management
- Precision agriculture: GPS/GNSS, sensors, automation
- Problem-solving, leadership, and employability



### Credentials

- AEST Agricultural Mechanics Specialist Certification
- OSHA 30
- ICEV Principles of Small Engine Technology



### Careers and Next Steps

- Entry-level employment
- Postsecondary education in agricultural mechanics, equipment technology, agricultural engineering, and related fields

# Program: Natural Resource Management

Prepares students to understand, conserve, and manage forests, wildlife, soils, water systems, and natural habitats.



## What Students Learn

- Ecological monitoring
- Habitat assessment
- Conservation planning
- Geospatial technologies
- Sustainable resource management
- Classroom and field-based experiences



## Credentials

- ICEV Ducks Unlimited Ecology, Conservation, and Management Certification
- AEST Natural Resources Specialist Certification

*Certification preparation is completed by the end of Natural Resource Management II.*



## Careers and Next Steps

- Forestry
- Wildlife management
- Conservation biology
- Environmental restoration
- Fisheries science
- Park and natural resource management
- Environmental planning
- Natural resource law enforcement
- Related postsecondary education

## Program Pathway Standards

### Agriculture Science

| Current Program Standards                                                                                                                                                              |                                                                                                                                                                                                                                              | Proposed Programs Standards                                                                                                                                                                                                           |                                                                                                                                                                                                                                 |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Crop Science</b> <ul style="list-style-type: none"> <li>• Agriculture Science I</li> <li>• Agriculture Science II: Crop Sci</li> <li>• Agriculture Science III: Crop Sci</li> </ul> | <b>Animal Science</b> <ul style="list-style-type: none"> <li>• Agriculture Science I</li> <li>• Agriculture Science II: Ani Sci</li> <li>• Agriculture Science III: Ani Sci</li> <li>• Agriculture Science IV: Vet Med (Optional)</li> </ul> | <b>Equine Care</b> <ul style="list-style-type: none"> <li>• Agriculture Science I</li> <li>• Agriculture Science II: Ani Sci</li> <li>• Equine Health &amp; Mgmt.</li> <li>• Adv. Equine Health, Soundness, and Management</li> </ul> | <b>Agribusiness/ Economics</b> <ul style="list-style-type: none"> <li>• Agriculture Science I</li> <li>• Agriculture Science II: Agribusiness/ Economics</li> <li>• Agriculture Science III: Agribusiness/ Economics</li> </ul> |

 Highlighted = new courses in the proposed standards

## Pathway: Equine Care

Prepares students for careers and postsecondary education in equine science, management, veterinary support, and related fields.



### What Students Learn

- Equine health and welfare
- Nutrition and behavior
- Disease prevention
- Facility and pasture management
- Soundness and hoof care
- Veterinary-assisting and farrier practices
- Safety, communication, and management



### Credentials

- Elanco Fundamentals of Animal Science credential, earned through Agriculture Animal Science II

*Also provides foundational preparation for advanced study and certification in farrier science.*



### Careers and Next Steps

- Equine care and stable management
- Veterinary assisting
- Farrier and hoof-care services
- Equine breeding and reproduction
- Animal health and welfare
- Other equine-industry occupations

## Pathway: Agribusiness/Economics

Prepares students to apply economic, financial, entrepreneurial, and management principles to agricultural businesses and enterprises.



### What Students Learn

- Business planning
- Financial analysis
- Marketing and agritourism
- Project management
- Risk management
- Data-informed decision-making



### Credentials

- Certiport Entrepreneurship and Small Business (ESB) Certification, the pathway's industry-recognized credential



### Careers and Next Steps

- Agricultural business management
- Farm and ranch management
- Entrepreneurship and agritourism
- Agricultural marketing and sales
- Finance
- Operations management
- Related agricultural business fields

# Questions?

**Marquita Friday**

Director of School Support  
Division of College and Career Pathways





# GICA

FUTURE MEETING DATES

## Full Commission

November 30, 2026 – *NEW DATE*

1:00 – 3:00 pm

MDA Headquarters (Annapolis, MD)