

# The Future of Procurement Apprenticeship Program

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## 1. Overview of the Program

**Program Introduction:** The Future of Procurement Apprenticeship (FPA) program is a groundbreaking initiative launched by the Maryland Department of General Services' (DGS) Office of State Procurement (OSP) in partnership with the National Association of State Procurement Officials (NASPO). As the nation's first public procurement apprenticeship program, it positions Maryland at the forefront of workforce development and innovation. This pioneering program offers a unique opportunity for individuals to gain valuable skills and experience in public procurement, a critical field that supports government operations and services. By blending education and hands-on training, the program provides participants with a clear pathway to meaningful careers in public service, while addressing the growing demand for skilled procurement professionals in Maryland.

**Program Mission:** During these early stages, the FPA is a pilot program, aiming to create accessible pathways to rewarding careers in public service and developing a new generation of skilled professionals equipped to meet the demands of public procurement. This initiative not only strengthens Maryland's workforce but also contributes to the State's broader economic growth. Ultimately, the program seeks to empower individuals, foster economic opportunity, and enhance the efficiency and impact of public procurement in Maryland, ensuring that all Marylanders can access rewarding careers and contribute to the public good.

## 2. Eligibility and Application Process

**Eligibility Requirements:** The FPA program is open to individuals with a high school diploma or equivalent. The program is designed to provide opportunities for a wide range of participants, including recent high school graduates, individuals seeking a career change, and those interested in developing a career in public procurement. While specific eligibility criteria are still being finalized, we encourage individuals who are motivated to learn, passionate about public service, and interested in pursuing a career in government procurement to consider applying. Further details on eligibility will be shared as the program evolves.

**How to Apply:** The application process for the FPA program will be available soon. We are currently finalizing the details, and an official application and process will be launched at a later date. In the meantime, we invite interested individuals to sign up for updates to be notified when the application opens. To stay informed about the application timeline and any program developments, please email the Maryland Procurement Academy at [dgs.osp-mdpa@maryland.gov](mailto:dgs.osp-mdpa@maryland.gov) to express your interest in receiving notifications as they become available. We look forward to welcoming a diverse group of applicants committed to pursuing meaningful careers in public procurement.

## 3. Program Structure (High-Level Details)

**Educational Components:** The FPA program combines structured educational instruction with practical work experience to equip participants with the skills needed for a successful career in public procurement. Key educational offerings include:

- **Associate Degree:** Participants will have the opportunity to pursue an associate degree in a procurement-related field through a Maryland community college. This academic component is designed to provide the foundational knowledge and critical skills required in public procurement.
- **State Certification:** Participants will also engage in State procurement certification programs, including the tier-one Certified Maryland Procurement Associate (CMPA) program and the State's primary procurement credentialing program, the Certified Maryland Procurement Officer (CMPO) program. These certifications will enhance participants' expertise and qualifications in Maryland procurement practices.

**Work-Based Learning:** In addition to the educational components, the apprenticeship program offers valuable on-the-job learning opportunities. Participants will gain hands-on experience by working alongside experienced professionals in Maryland's public procurement sector. Specific roles and placements are still being finalized, but the program aims to provide real-world exposure to procurement processes, policies, and best practices within State government. This combination of classroom instruction and work-based learning ensures that participants are well-prepared to transition into full-time roles in public procurement upon completion of the program.

#### 4. Program Outcomes and Benefits

**Career Opportunities:** Upon completion of the FPA program, participants will be well-equipped with the skills and experience needed to pursue meaningful careers in public procurement. The program is designed to prepare apprentices for the role of Procurement Officer I within the Maryland's State government. Participants will gain the expertise necessary to thrive in the procurement field, supporting the State's efforts to enhance efficiency, transparency, and service delivery. While specific placement opportunities may vary, the program provides a strong foundation for future employment in public procurement.

**Professional Certifications:** Participants will also receive valuable State procurement certifications that will enhance their qualifications and make them more competitive in the workforce. These include the Certified Maryland Procurement Associate (CMPA) program, which is a tier-one certification, and the Certified Maryland Procurement Officer (CMPO) program, the State's primary procurement credentialing program. These certifications are designed to build participants' expertise in Maryland's procurement processes and standards, positioning them for success in public procurement careers within the State and beyond.

#### 5. Partnerships and Support

**Key Partners:** The FPA program has been developed in collaboration with several key stakeholders, each playing an essential role in its design and implementation. These partners include:

- **NASPO:** Offering sponsorship, guidance, and support as a national leader in public procurement, ensuring the program aligns with best practices in procurement training and certification.
- **Maryland Department of Labor:** Providing expertise, consultation, and guidance in workforce development and apprenticeship standards.
- **Maryland Department of Budget and Management:** Supporting the integration of apprenticeship roles within the State government structure and aligning the program with the State's broader workforce initiatives.

**State Support:** The State of Maryland is deeply committed to workforce development and public service excellence. Through this apprenticeship program, the State aims to strengthen its workforce by developing a

pipeline of skilled procurement professionals, ready to meet the unique needs of Maryland's public sector. This initiative reflects Maryland's ongoing dedication to creating meaningful career opportunities, fostering economic growth, and enhancing the efficiency and effectiveness of government operations. Investment in the FPA program is not only addressing workforce gaps but also ensuring the next generation of public service leaders is well-equipped to meet the challenges of tomorrow.

## 6. Program Timeline

**Launch Date:** While the FPA program has launched, apprentices will not begin their in-person roles until after the recruitment and interview selection process is complete. We are currently working toward finalizing these steps and expect to welcome the first cohort of apprentices once the selection process is finished. Interested individuals will be notified once recruitment goes live.

**Future Plans:** As the program is in its early stages, further details will be shared as they become available. We will keep the public informed about key milestones, including updates on recruitment, the selection process, and the program's official start date. The program will continue to evolve, with plans for future cohorts and potential expansion. Stay tuned for more information as we move forward.

## 7. Contact Information

**Inquiries and Updates:** For any questions about the FPA program or to express interest in receiving updates, please contact the Maryland Procurement Academy at [dgs.osp-mdpa@maryland.gov](mailto:dgs.osp-mdpa@maryland.gov). Our team is available to provide further information and assist with any inquiries you may have as the program progresses.

**Sign-Up for Updates:** To stay informed about important updates, including when the program is fully operational and application details are finalized, please subscribe to our email list. You can sign up for updates by emailing the Maryland Procurement Academy at [dgs.osp-mdpa@maryland.gov](mailto:dgs.osp-mdpa@maryland.gov) to express your interest in receiving notifications as they become available.

## 8. Press and Media Resources

**Press Release:** For more information about the FPA program, please read the [full press release from the Governor's Office](#). This includes key details about the program, its significance, and statements from involved leaders, including Governor Wes Moore and other key partners.

## 9. Updates Section

**Program Updates:** The FPA program is currently in development, and we are committed to keeping the public informed as new details become available. This section will be regularly updated with the latest information, including:

- **Application Deadlines:** Once the application and its process is live, we will provide specific deadlines for applying and any relevant application requirements.
- **Timeline and Structure Changes:** Any adjustments to the program's timeline, structure, or offerings will be shared promptly to ensure transparency and keep interested individuals well-informed.

We encourage you to check this section regularly for the most up-to-date information. For further inquiries, please contact us by emailing the Maryland Procurement Academy at [dgs.osp-mdpa@maryland.gov](mailto:dgs.osp-mdpa@maryland.gov).