

2025

Way To Be

My Future. My Maryland.

**A COLLEGE AND CAREER READINESS GUIDE PROVIDED BY
THE MARYLAND BUSINESS ROUNDTABLE FOR EDUCATION**



**YOUR GUIDE to
pathways for
success!
Details page 10**

Can't get enough?

Discover how to lead
with MBRT as a Student
Ambassador on page 14.

**Career advice and
inspiration from
REAL professionals
starting on page 35**



MARYLAND
Business Roundtable
for EDUCATION

MARYLAND
THE DAILY RECORD

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Business Roundtable
for **EDUCATION**

Sharon Markley Schreiber | Executive Director
TBA | Chief Program Officer
Christopher Thorn | Chief Information and Operations Officer
Morgan Cox | Event & Marketing Manager
Carrie Pannone | State Program Sr. Manager
Taylor Hudson | College Pathways Manager with NGS Responsibilities, Kent
Leonard Webb | NGS Manager, Allegany County
Abigail Wittman | NGS Specialist, Caroline County
Voncia Molock | NGS Specialist, Dorchester County
Tashe Williams | NGS Manager, Wicomico County
Rikia Cornish | Student Ambassador Program Intern
Zy'Aye Bell, Amaya Carroll, Lupe Durante, Khensani Golding, Korbin McKenzie, Odette Pierre, Kayla Ross, Taryn Waters | NGS Program Interns

MARYLAND

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Suzanne E. Fischer-Huettner | Managing Director
Patrick Brannan | Managing Editor
Kate Malone | Special Products Editor
Darice Dixon | Business Development Manager
Stella Edwards | Special Publication Designer
Melanie Bingham | Print Production Director
Maximilian Franz | Contributing Photographer

Reach us at the Daily Record

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For over 30 years, the Maryland Business Roundtable for Education (MBRT) has remained dedicated to our mission as a catalyst for business, government and education to drive high student achievement that ensures a competitive future workforce for a world-class economy.

At the very heart of our mission is an unwavering resolve to foster career and college pathways that empower students, bridge opportunity gaps and ensure that every individual has the tools and opportunity to thrive.

The Way to Be magazine connects thousands of students to resources and information that allow them to identify and reach their education goals and explore a variety of college and career options.



DISCOVER *you*

Your Passions. Your Strengths. Your Future.

Ready to explore what makes you unique and how it connects to your future career? Let's uncover your interests, talents and dreams to find the path that's right for you.

Ask yourself:

- What are my **top three favorite subjects** in school?
- What do I love doing when I'm not in class? (*Think clubs, hobbies, sports, gaming, music, creating art—even solo stuff like reading, hiking or coding.*)
- What are some things I'm **naturally good at**?
- What's a challenge I'd like to improve on?
- What's my **ultimate dream job** — even if it seems far off?

Are you a LEADER?











Think about this...

- Do you stand up for what you believe in?
- Are you someone who sets big goals—and *goes after them*?
- Do you enjoy helping others grow, succeed or learn?

If that sounds like you, leadership might be a big part of your future! Maryland needs future leaders like YOU—across every industry, every community.

What Career Fields Spark Your Interest?

Pick your top 3 from this list—no wrong answers here!

- | | |
|--|--|
| <input type="checkbox"/>  Arts, Media & Communication | <input type="checkbox"/>  Health & Biosciences |
| <input type="checkbox"/>  Business Management & Finance | <input type="checkbox"/>  Human Resource Services |
| <input type="checkbox"/>  Construction & Development | <input type="checkbox"/>  Information Technology |
| <input type="checkbox"/>  Consumer Services, Hospitality & Tourism | <input type="checkbox"/>  Manufacturing, Engineering & Technology |
| <input type="checkbox"/>  Environmental, Agricultural & Natural Resources | <input type="checkbox"/>  Transportation Technologies |

Your future starts with YOU.



Maryland Mindset:

Just like the Bay flows in many directions, so can your future. Explore every option — your path is yours to chart.

What's Next?

- Check out page 12 of this magazine to explore Career & Technical Education (CTE) options at your school.
- Check out ways to explore your interests on page 13.
- Try a career, interest or personality survey to discover careers that match YOU. Your school might use Naviance or other career-readiness tools—ask your counselor!
- Talk to your counselor about other awesome resources your school offers.

Did you know?

Career Pathways are smaller groups of jobs within each career field (also called "career clusters"). They help you dive deeper into the kind of work you might love — many of them are right here in Maryland!

7E PATHWAYS:

MBRT's Programmatic Approach to College and Career Readiness

Road trip:



Grade 7: EDUCATE

- Introducing The MBRT Way
- Establishing that courses matter, choices matter
- Discovering career opportunities

Grade 8: EMPOWER

- Providing future options
- Providing a strategy for high school
- Demonstrating the power of connections

Grade 9: ENGAGE

- Leveraging personality and interest tools
- Meeting industry professionals through hands-on experiences
- Creating a vision for their future, beginning with high school planning

Grade 10: EXPLORE

- Learning content and skills through real-world application
- Building career skills and knowledge
- Investigating career and college pathways
- Developing a plan of action

Grade 11: EXECUTE

- Taking part in job shadowing opportunities
- Visiting colleges and employers
- Interviewing with industry professionals
- Preparing for SAT/ACT and the college application process

Grade 12: ELEVATE

- Completing applications for financial aid, scholarships, and college admissions
- Finding internships
- Creating a post-HS transition plan

Post-graduate: ENRICH

- Networking opportunities
- Providing ongoing support and connections
- Reinvesting in the school community



Maryland Mindset:

Start where you are, dream big and build as you go — just like Maryland's leaders and innovators.



WHAT DOES IT COST TO LIVE?

Let's break down the real-world costs of living in Maryland— and how your future career income can support the lifestyle you want.

Company

Baltimore, MD

Pay Stub

Earnings

Rate	Hours		Total
\$15	160	1	\$2,400.00

Deductions

- Federal Tax (10%)	\$240.00
- State Tax (4%)	\$96.00
- Social Security (6.2%)	\$148.80
- Medicare (1.45%)	\$34.80
2	Total Deductions
	\$519.60

Net Pay (Take-Home)

3 \$1,880.40

AVERAGE MONTHLY EXPENSES

One bedroom apartment	\$1650
Car payment	\$650
Car insurance/gas/maintenance	\$400
Gas/electricity	\$250
Phone/internet/cable	\$250
Food	\$450
Entertainment	\$150
Total	\$3800

1 Gross Wages



"This is what you earned before any money was taken out."

It's your total pay for the period based on hours worked or salary — before deductions.

2 Deductions



"Where did some of my money go?"

These are taxes and other withholdings (like Social Security, Medicare, and possibly health insurance). Everyone pays them, and they're taken before you get your paycheck.

3 Net Pay



"This is what actually hits your bank account."

Also called "take-home pay," it's what's left after all deductions are subtracted. This is the number you'll use to budget and spend.

**Net Monthly Pay of \$1,880.40 -
Total Monthly Expenses of \$3800
= \$1,919.60 over budget**

Maryland Mindset:

Whether you're saving for Orioles baseball game tickets or a car, smart budgeting gives you freedom to live your way.

MD

HERE IS WHAT SOME MARYLAND JOBS PAY

Occupation	Annual Wage	Monthly Wage	Hourly Wage	Education Required
Surgeon	\$349,250	\$29,104.17	\$167.91	Doctoral or professional degree
Orthodontist	\$315,840	\$26,320.00	\$151.85	Doctoral or professional degree
Psychiatrist	\$260,100	\$21,675.00	\$125.05	Doctoral or professional degree
Lawyer	\$143,490	\$11,957.50	\$68.98	Doctoral or professional degree
Nurse Practitioner*	\$129,210	\$10,767.50	N/A	Master's degree
Actuary*	\$125,770	\$10,480.83	N/A	Bachelor's degree
Information Security Analyst*	\$124,910	\$10,409.17	N/A	Bachelor's degree
Data Scientist*	\$112,590	\$9,382.50	N/A	Bachelor's degree
Biomedical Engineer	\$105,650	\$8,804.17	\$50.79	Bachelor's degree
Speech Language Pathologist	\$100,560	\$8,380.00	\$48.35	Master's degree
Veterinarian	\$100,370	\$8,364.17	\$48.23	Doctoral or professional degree
Financial/Investment Analyst	\$98,890	\$8,240.83	\$47.54	Bachelor's degree
Technical Writer	\$98,350	\$8,195.83	\$47.29	Bachelor's degree
Aerospace Engineer	\$93,010	\$7,750.83	\$44.72	Associate's degree
Farmer/Rancher	\$88,770	\$7,397.50	\$42.68	High school diploma
Accountant/Auditor	\$84,890	\$7,074.17	\$40.81	Bachelor's degree
Environmental Scientist	\$82,100	\$6,841.67	\$39.47	Bachelor's degree
Forensic Science Technician	\$78,220	\$6,518.33	\$37.60	Bachelor's degree
Police Officer	\$77,440	\$6,453.33	\$37.23	High school diploma
Teacher (Secondary)	\$77,030	\$6,419.17	N/A	Bachelor's degree
Producer/Director	\$75,900	\$6,325.00	\$36.49	Bachelor's degree
Physical Therapist Assistant*	\$65,510	\$5,459.17	N/A	Associate's degree
Carpenter	\$60,130	\$5,010.83	\$28.91	High school diploma
Real Estate Sales Agent	\$49,770	\$4,147.50	\$23.93	High school diploma
Dental Assistant	\$48,280	\$4,023.33	\$23.21	Certificate
EMT (Emergency Med. Technician)	\$47,390	\$3,949.17	\$22.78	Certificate
Fitness Trainer	\$45,260	\$3,771.67	\$21.76	Not listed
Photographer	\$44,890	\$3,740.83	\$21.58	High school diploma
Waiter/Waitress	\$35,140	\$2,928.33	\$16.89	High school diploma
Retail Salesperson	\$34,310	\$2,859.17	\$16.50	High school diploma

*One of Maryland's fastest growing jobs!

Maryland Perks!

Maryland's workforce is among the most educated and technically skilled in the United States, thanks in part to its robust higher education system. With 55 accredited two and four-year colleges and universities, including renowned institutions like Johns Hopkins University, Morgan State and the University of Maryland Baltimore County (UMBC), the state produces a highly qualified talent pool.

Key Workforce Highlights from Maryland's Higher Education Landscape

- **High Educational Attainment:** As of 2023, over 43.7% of Maryland residents aged 25 and older hold a bachelor's degree or higher, with 21.3% possessing a graduate or professional degree - that's higher than the national average!
- **Strong STEM Presence:** Maryland ranks second nationally for its high percentage of professional and technical workers, and it has the second-highest concentration of doctoral scientists and engineers.
- **Leading Institutions:**
 - **Johns Hopkins University:** Recognized for its life sciences and engineering programs, it is the leading recipient of NIH awards among U.S. colleges and universities.
 - **Morgan State University:** Now the third-largest HBCU in the U.S., Morgan is experiencing record-breaking growth fueled by high-demand programs, a focus on affordability, and a strong reputation for student success.
 - **UMBC:** Known for innovation, it is the top producer of Black undergraduates who go on to complete a Ph.D. in natural sciences or engineering.
- **Community College Contributions:** Maryland's 16 community colleges offer specialized programs to meet workforce needs, such as Frederick Community College's Logistics and Production Technology for Biotechnology Systems and Maintenance, and Anne Arundel Community College's Digital Forensics Information Assurance and Cybersecurity program.
- **Federal Workforce:** In 2021, Maryland had the second-highest concentration of federal workers and ranked first for federal jobs per capita, with 242 federal jobs per 10,000 residents.

* Maryland Averages based on BLS Occupational and wage data.

* Projection data for the year 2023.

* Veterinarian data from 2022 year.

For more occupations, visit https://www.bls.gov/oes/current/oes_stru.htm and click on "Occupational and Wage Data" and/or "Projection Data"



Maryland Mindset:

In Maryland, skills speak louder than titles. Learn them. Master them. Get paid.

WHAT YOU DO IN HIGH SCHOOL SUCCESSFUL FUTURE--A

Your high school years are more than just a time to earn credits—they're the foundation for your future. Every class you take, every grade you earn and every choice you make, builds the path to your dreams. Whether you're aiming for college, a trade, or jumping straight into the workforce, your transcript tells your story. Make it a story of commitment, growth and ambition.

**Colleges and
Employers Want
to Know:**

**Will you show
up for class or
work?** Consistent
attendance shows
responsibility and
dedication.

**Can you take
on a challenge?**
Choosing
advanced or
honors courses
demonstrates
your willingness
to push yourself.

**Do you have
the skills to be
successful?** A
strong GPA and
positive behavior
reflect your
readiness for
future success.

Legal Name Pat Smith
ID Number 625-559-5799
Birth Date 01/01/2007
Class of 2025
Graduation Date 05/27/2025

Parent/Guardian Patrick and Patricia Smith

SECONDARY SCHOOL INFORMATION

School Name Centennial High School
Address 123 Second Street
City Baltimore State MD Zip Code 21222
Phone 410-555-2121 Fax 410-555-3131

Principal Mary Jackson

Counselor Jim Lawrence

SUBJECTS	INSTR LEVEL	FINAL		CREDIT EARNED	QUALITY POINTS
			GRADE		
Gr. 9 SCHOOL YEAR 2021-2022					
English 9	H		A	1.00	5.00
Amer. Govt.	H		B	1.00	4.00
Geometry	H		C	1.00	3.00
Biology	H		A	1.00	5.00
French 2	ST		A	1.00	4.00
Foundations of Art	GT		C	1.00	4.00
PE Fitness	ST		A	1.00	4.00
Present: 175.0	Absent: 5.0			7.00	29.00

SUBJECTS	INSTR LEVEL	FINAL		CREDIT EARNED	QUALITY POINTS
			GRADE		
Gr. 10 SCHOOL YEAR 2022-2023					
English 10	H		B	1.00	4.00
World History	H		A	1.00	5.00
Algebra 2	ST		B	1.00	3.00
Chemistry	H		B	1.00	4.00
French 3	ST		A	1.00	4.00
Studio Drawing/Painting	GT		B	1.00	5.00
Tech./Pers. Comp.	ST		B	1.00	3.00
Present: 172.0	Absent: 8.0			7.00	28.00

SUBJECTS	INSTR LEVEL	FINAL		CREDIT EARNED	QUALITY POINTS
			GRADE		
Gr. 11 SCHOOL YEAR 2023-2024					
English 11	H		B	1.00	4.00
U.S. History	H		A	1.00	5.00
Pre-Calculus	ST		B	1.00	3.00
Physics	ST		C	1.00	2.00
Figure Drawing 1	GT		B	1.00	5.00
Health	ST		B	1.00	3.00
Telemedia Design 1	GT		B	1.00	5.00
Present: 175.00		Absent: 7.00		7.00	27.00

ACADEMIC COURSE CODES		COURSE GRADES AND NOTIFICATIONS	
GT: Gifted and Talented		Passing	Failing
H: Honors		A: 90-100%	E: Below 60%
ST: Standard		B: 80-89%	I: Incomplete
SE: Special Education		C: 70-79%	U: Unsatisfactory
		D: 60-69%	AW, BW, CW, DW:
		S: Satisfactory	Credit Withheld

SUBJECTS	INSTR LEVEL	FINAL		CREDIT EARNED	QUALITY POINTS
			GRADE		
Gr. 12 SCHOOL YEAR 2024-2025					
English 12	H		A	1.00	5.00
Economics/Public Issues **	H		B	.50	2.00
College Algebra	AP		B	1.00	5.00
Latin 1	ST		A	1.00	4.00
Figure Drawing 2	GT		A	1.00	5.00
Painting	GT		B	1.00	5.00
Telemedia Design 2 *	GT		B	1.00	5.00
Present: 173.0	Absent: 7.0			6.50	32.00

ACADEMIC SUMMARY					
SUBJECTS	9	10	11	12	TOT
English	1	1	1	1	4.0
Social Studies	1	1	1	.5	3.5
Mathematics	1	1	1	1	4.0
Science	1	1	1	1	4.0
World Language	1	1		1	3.0
Business Education					
Art	1	1	2	3	7.0
Music					
Physical Education	1				1.0
Health			1		1.0
Technology Education		1			1.0
Career & Tech Ed. (CTE)			1	1	2.0
TOTAL					30.5

MARYLAND HIGH SCHOOL ASSESSMENTS (X WHEN PASSED)		
PARCC Algebra I	X	HSA Biology X
PARCC English 10	X	HSA Government X

Service Learning Hours	MET
*Industry Recognized Credential (IRC)	Completed
And/Or **Youth Apprenticeship	Completed

GPA: 3.3

Weighted GPA: 4.2

June 21, 2025 Mary Jackson

Date Official Signature

IT IS IMPORTANT TO HAVING ALL FOUR YEARS MATTER!

MD

Maryland Mindset:

Big moves start with small choices. The classes you pick today can open Bay-sized opportunities tomorrow.

Legal Name Kelly Jones
ID Number 111-22-333
Birth Date 02/02/20057
Class of 2025
Graduation Date 05/27/2025

Parent/Guardian Kenny and Kim Jones

SECONDARY SCHOOL INFORMATION

School Name Centennial High School
Address 123 Second Street
City Baltimore State MD Zip Code 21222
Phone 410-555-2121 Fax 410-555-3131

Principal Mary Jackson

Counselor Jim Lawrence

SUBJECTS	INSTR LEVEL	FINAL		CREDIT EARNED	QUALITY POINTS
			GRADE		
Gr. 9	SCHOOL YEAR 2021-2022				
English 9	ST		C	1.00	2.00
Amer. Govt.	ST		B	1.00	3.00
Algebra 1	ST		E	0.00	0.00
Biology	ST		D	1.00	1.00
Spanish I	ST		C	1.00	2.00
Tech./Pers. Comp.	ST		A	1.00	4.00
PE Fitness	ST		C	1.00	2.00
Present: 165.0	Absent: 15.0			6.00	14.00

SUBJECTS	INSTR LEVEL	FINAL		CREDIT EARNED	QUALITY POINTS
			GRADE		
Gr. 12 SCHOOL YEAR 2024-2025					
English 12	ST		D	1.00	1.00
World Cultures	ST		D	1.00	1.00
Consumer Math	ST		C	1.00	2.00
Ecology	ST		C	1.00	2.00
Fundamentals of Art	ST		D	1.00	1.00
Sign Language	ST		D	1.00	1.00
Comp. Aided Design 2 *	H		B	1.00	4.00
Present: 160.0	Absent: 20.0			7.00	12.00

SUBJECTS	INSTR LEVEL	FINAL		CREDIT EARNED	QUALITY POINTS
			GRADE		
Gr. 10 SCHOOL YEAR 2022-2023					
English 10	ST		D	1.00	1.00
World History	ST		C	1.00	2.00
Algebra 1	ST	R	D	1.00	1.00
Environmental Science	ST		C	1.00	2.00
Spanish 2	ST		C	1.00	2.00
Health	ST		D	1.00	1.00
Graphic Arts	ST		B	1.00	3.00
Present: 162.0	Absent: 18.0			7.00	12.00

SUBJECTS	INSTR LEVEL	FINAL		CREDIT EARNED	QUALITY POINTS
			GRADE		
Gr. 11 SCHOOL YEAR 2023-2024					
English 11	ST		D	1.00	1.00
U.S. History	ST		D	1.00	1.00
Geometry	ST		D	1.00	1.00
Oceanography	ST		C	1.00	2.00
Spanish 3	ST		C	1.00	2.00
Music	ST		E	0.00	0.00
Comp. Aided Design 1	ST		A	1.00	4.00
Present: 167.00		Absent: 13.00		6.00	11.00

ACADEMIC SUMMARY						
SUBJECTS	9	10	11	12	TOT	
English	1	1	1	1	4.0	
Social Studies	1	1	1	1	4.0	
Mathematics	0	1	1	1	3.0	
Science	1	1	1	1	4.0	
World Language	1	1	1	1	4.0	
Business Education						
Art		1		1	2.0	
Music			0			
Physical Education	1				1.0	
Health		1			1.0	
Technology Education	1	1			2.0	
Career & Tech Ed. (CTE)			1	1	2.0	
TOTAL					27.0	

MARYLAND HIGH SCHOOL ASSESSMENTS (X WHEN PASSED)			
PARCC Algebra I	X	HSA Biology	X
PARCC English 10	X	HSA Government	X

Serv. Learning Hrs.	MET
*Industry Recognized Credential (IRC)	Completed
And/Or Youth Apprenticeship	N/A

GPA: 1.9

Weighted GPA: 1.9

ACADEMIC COURSE CODES		COURSE GRADES AND NOTIFICATIONS	
GT: Gifted and Talented		Passing A: 90-100% B: 80-89% C: 70-79% D: 60-69% S: Satisfactory	Failing E: Below 60% I: Incomplete U: Unsatisfactory AW, BW, CW, DW: Credit Withheld
H: Honors		Notations NG: No Grade R: Repeated Course	
ST: Standard			
SE: Special Education			
		Date	Official Signature

Be Honest... WHO WOULD YOU HIRE?

Imagine you're the employer. Would you choose someone who shows up late, skips responsibilities and avoids challenges? Or someone who is punctual, takes initiative and strives for excellence? Your actions today are the resume you'll present tomorrow.

Maryland's Future Pathways



***Your future? It's built choice by choice,
day by day — starting NOW.***

**Take this quick quiz to check in on where
you are and where you're headed.
No pressure — just be real.**

Put a ☒ next to everything that sounds like YOU:

- ☐ I'm striving to do well in school.
- ☐ I show up to class on time, every day.
- ☐ I go beyond what's expected of me in class.
- ☐ I plan to take high-level math and science classes.
- ☐ I plan to learn (or am learning) a world language.
- ☐ I am or plan to be active in extracurriculars (clubs, sports, arts, etc.).
- ☐ I currently or plan to volunteer/give back in my community.
- ☐ I think before I post — I'm careful about my digital footprint.
- ☐ I understand my high school pathway options (CTE, dual enrollment, AP, etc.).
- ☐ I have a clear idea of what I want to do after high school.



TOTAL CHECKS: _____

Now check your score to see where you stand

8–10 Checks: You're Owning It!

You're setting yourself up for long-term success. In fact, students who take challenging courses, show up on time and give back often earn \$1 million MORE in their lifetime. That's a whole Maryland mansion's worth of success. Keep that energy going!

5–7 Checks: Almost There — Just One More Push!

You're doing a lot right. Now's the time to level up. Join a new club, ask a teacher about volunteer work or explore classes outside your comfort zone. Every step forward helps you stand out to colleges, jobs and scholarships.

0–4 Checks: Real Talk — It's Go Time!

This is your moment to take control. You've got potential — now match it with action.

- ☐ Set goals
- ☐ Build habits
- ☐ Ask for help
- ☐ Talk to your school counselor

Because guess what? Maryland students don't sit back — they show up.

Your Journey. Your Choices. Your Maryland Future.

Whether you're planning to go to college, join the military or start a career right after graduation, **your future starts now**—and you've got options. Maryland believes in YOU and there are powerful pathways designed to help you reach your goals.

Choose Your Maryland Future Pathway
(All of these lead to success—just pick what works for YOU!)

Interested in a 4-year college? ➔
Advanced Placement (AP) or International Baccalaureate (IB) ➔ Push yourself with college-level classes while still in high school.

Interested in a 2-year college and staying local? ➔
Dual Enrollment or Early College ➔ Earn college credits now through community colleges and partner schools.

Interested in going into a career after high school? ➔
Career & Technical Education (CTE) ➔ Gain hands-on experience and real-world skills in high-demand careers.

High School Graduation Requirements (Maryland Style!)

Aim for a 3.0 GPA 🎯

Scan the QR code or visit www.mbrt.org to check what your local district requires!



Why MD's Future Pathways Matter

Each step you take now builds the future you want. Here's what these pathways unlock:

- 1. Scholarships & Grants** – Save money on college
- 2. College Acceptance & Great Jobs** – Be ready for the next big thing
- 3. College Success** – Handle college-level classes with confidence
- 4. Higher Pay** – More skills = more earning power

Your Future = Limitless

No matter what path you choose, remember: **Maryland has your back.** You've got the tools, the talent and the support to make it happen.

**YOU are the future of Maryland.
Let's build it together.**

Student Life

Make your mark.
Form new connections.
Find your next adventure.

LEADERSHIP

At school, leadership comes in many forms, and it starts with taking the first step. Whether you're passionate about making a difference, speaking for others or organizing events, there's a place for you to lead.

- **Student Ambassador Program** (See pages 14–15)
Be a role model and help welcome, guide and inspire others.
- **Future Business Leaders of America (FBLA)**
Build leadership skills, explore business and entrepreneurship and find your voice.
- **Honor Societies**
Celebrate your achievements and give back through service and academic excellence.
- **Student Government**
Make real change. Represent your classmates and help shape your school's future.

ATHLETICS

Sports are more than competition, they're about discipline, commitment and growth. You'll build confidence, strength and character.

- Football
- Track & Field
- Lacrosse
- Cheerleading
- Swimming and Diving
- Softball
- Soccer
- Volleyball
- Tennis

CLUBS & ACTIVITIES

You have the freedom to explore your interests and maybe even discover a passion you didn't know you had. Clubs are where ideas come to life, friendships are built and creativity takes off.

- Debate Team – Make your case, sharpen your voice.
- STEM Clubs (Robotics, MESA, and more) – Innovate, explore and create.
- World Languages Club – Connect through language and culture.
- Mock Trial – Step into the courtroom and learn the art of argument.
- Drama Club – Take the stage and tell stories that matter.
- Yearbook Committee – Capture the moments that define the year.
- Choir – Find harmony and make music with others.
- Junior ROTC

SERVICE LEARNING

Real learning happens when you connect what you know to the world. Through service, you'll build leadership skills, develop empathy and realize your power to create change.

- Help another student as a tutor
 - Coach a youth team in your favorite sport
 - Organize a donation drive or fundraiser
- Take part in a school or community clean-up
- Volunteer at a shelter or food pantry
- Teach seniors how to use technology



Maryland Mindset:

Classes build your future. Campus life builds your story — Maryland's got both.



CAREER AND TECHNICAL EDUCATION: Your Future Starts in Maryland

Want a future that's exciting, high-paying and built around what you love to do? Maryland's **Career & Technical Education (CTE)** programs help you turn your passions into real-world careers—while still in high school.

CTE combines academic knowledge with hands-on learning so you're ready for college, career or both. Whether you dream of designing buildings, saving lives, fixing engines, running a business or writing code, there's a CTE program that helps you get there.

In Maryland, **CTE is your launchpad** to opportunity, and it's already working for students across the state.

Maryland offers 222 CTE programs of study across all 24 school systems. In total, 48% of high school students participate in CTE.

133,071

HIGH SCHOOL CTE ENROLLMENT

43,806



POSTSECONDARY CTE ENROLLMENT



CTE = LEARNING THAT WORKS

- Earn industry-recognized credentials
- Gain college credit
- Get real-world work experience
- Improve your academic performance
- Build skills for high-demand, high-wage jobs
- Graduate with a head start on college or career

CTE STUDENTS IN MARYLAND:

- ➔ Perform better in math and reading
- ➔ Are more likely to graduate and go to college
- ➔ Have higher median annual earnings

Sources: <https://careertech.org/state-profile/maryland/>

CTE is separated into 10 different career clusters. Maryland's Department of Education has organized its secondary CTE programs framed around the National Career Clusters Framework. Maryland's CTE Career Clusters are the following:

CAREER CLUSTERS	POSSIBLE JOBS
Arts, Media and Communication	Sales Manager, Media Relations Specialist, Marketing Coordinator, Editorial Assistant, Producer
Business Management and Finance	Budget Analyst, Financial Manager, Tax Specialist, Investment Advisor, Entrepreneur
Construction and Development	Urban Planners, Civil Service Administrator, Community Development Worker, Architect
Consumer Services, Hospitality and Tourism	Flight Attendant, Receptionist, Event Planner, Travel Agent, Transport Officer
Environmental, Agricultural and Natural Resources	Natural Resource Management, Restoration Ecology, Conservation Scientist, Horticulturist
Health and Biosciences	Nurse, Physician, Surgeon, Bioengineer, Researcher, Radiology Technician
Human Resource Services	Therapeutic Services, Diagnostic Services, Health Informatics, Support Service, Biotechnology Research and Development
Information Technology	IT Security Specialist, Programmer, Systems Analyst, Data Scientist
Manufacturing, Engineering and Technology	Engineer, Supply Chain Manager, Logistics Manager, Quality Assurance
Transportation Technologies	Pilot, Air Traffic, Postal Worker, Mechanic, Freight Manager



Maryland Mindset:

Learn it. Do it. Maryland industries are hiring hands-on talent.

To see more pathways and find more information scan:



Internships, Apprenticeships & Job Shadowing: Your Future Starts Now

Are you ready to take the first steps toward an exciting and successful future? Whether you're dreaming of launching your own business, becoming a skilled trades expert, designing the next big app or anything in between — **internships, apprenticeships and job shadowing** are your backstage pass to making it happen.

These real-world experiences don't just help you **learn** about careers — they help you **live** them.



What's the Difference?

Let's break it down so you can find the right fit for you!

Internship

- Get hands-on experience in a workplace — paid or unpaid.
- Great for exploring a field, boosting your resume and building connections.
- You'll work under supervision, learn valuable skills and sometimes even earn school credit!
- Tip: Start early and gain confidence for college, career and beyond.

Apprenticeship

- Learn while you earn! Yes, you get paid to train for a career.
- Combines real job experience with classroom instruction.
- Includes a mentor who guides you step-by-step through everything you need to know.
- Ends with a recognized certification that can lead directly to a high-paying job.

Job Shadowing

- Spend a day (or more) following a professional and see what their job is really like.
- Ask questions, explore career path and see the behind-the-scenes action.
- Not paid — but the experience is priceless when it comes to planning your future.

Why These Opportunities Matter

Every opportunity opens a door. Whether it's a connection, a new skill or a boost in confidence — your future is waiting and these experiences help unlock it.

"It's not about how perfect you can be, it's about your drive and dedication! It has been amazing to be a voice for students and create a safe space for personal, educational and professional growth. My internship has shown and taught me what a team looks like and how we all are important pieces to the puzzle!"

— Rikia C., MBRT Intern



Ready to Dive In?

Scan the QR code below to discover apprenticeship opportunities near you!



Maryland Mindset:

Maryland's apprenticeship programs can launch careers in everything from construction to clean energy.

Your Voice, Your Future

Be a Student Ambassador

Leadership doesn't start later—it starts *now*.

As a Student Ambassador, you're not just preparing for your future—you're helping shape Maryland's future today. Student Ambassadors from all 24 school districts come together to:

- Speak up on what matters
- Connect across communities
- Lead projects that inspire change

Why Join?

Your voice matters.

Our meetings are built to help you feel seen, heard and supported. Whether you're leading the charge or learning to find your voice, you're not alone here.

You'll meet students just like you

From the mountains of Garrett to the beaches of Worcester, this is a space to grow with peers from across Maryland.

You'll build real-world skills

Mock interviews



STEM advocacy projects



Goal-setting sessions



Presenting to local leaders



**From Julia P.
Student Ambassador**

"The program is fun and low-pressure. I've met people from all over Maryland and it's helped me feel more confident. I really liked the mock interviews—they gave me a boost!"

Leadership Opportunities

Industry Day:

- Explore different career paths
- Build connections with professionals to expand your network

Youth Congress Day:

- Strengthen your understanding of civic engagement
- Debate real policy issues with your fellow peers

NextGen NextLevel:

- Gain tools for college success:
 - Network with peers and professionals
 - Take away real-world advice from current college students



Ready to Lead?

If you're curious, passionate, or just looking for a place to grow—this is it. Learn more and apply today!



Maryland Mindset:

Like Harriet Tubman and Thurgood Marshall, leadership here means lifting others as you climb.

Thank You to the MBRT Board of Directors

for your strategic vision, collaboration and leadership.



MARYLAND
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for **EDUCATION**

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Become an MBRT Member today: info@mbrt.org

MAPPING MARYLAND:

Your College Visit Game Plan

What to do, see and ask.

College is a huge step that many students choose to take, and it can be an impactful experience. You should carefully consider which school to attend – including visiting the campus when possible. Whether you're planning your very first campus tour or thinking ahead about what kind of degree will lead to your dream job, use this page as your roadmap. Use it to plan your visits, envision your future and understand the different types of college degrees that can get you there.

Why visit? Because websites and brochures only show so much. Stepping onto a campus helps you feel the vibe and see if it truly fits you.

Tips and tricks that will help when looking:

Try to visit when school is in session!

That way you can see students going about their day. It also helps to truly get the feel of the campus.

Be sure to imagine this as your new home!

Is this going to be a good fit? Did you get excited and feel safe and comfortable walking around or near campus?

Can you picture staying in the area after school? You'll start to make valuable professional connections during college that may help you land a local opportunity after graduation.

Talk to real students and professors

Ask about campus life, safety, support and opportunities

Ask for help!

Keep in mind that if you need any help with any of these topics, don't hesitate to contact Admissions.

Can't make it in person? Some colleges have virtual tours or sessions!

AFTER THE VISIT

Consider

What did you like and dislike?

Can you picture yourself living and learning here for 4 years?

Compare

Use a spreadsheet or journal to compare schools with your pictures and notes from the tour.

Rank what's most important to you (academics, campus life, cost, etc.).

Connect

Stay connected through virtual events or social media.

Send a thank-you email to admissions or any specific people you met.



Maryland Mindset:

Tour the quad. Meet the people. Picture your future — Maryland campuses are ready to welcome you.

Explore Maryland, Map Your Future

Maryland has it all—urban universities, coastal colleges and rural campuses in the mountains. Visit different regions, explore local cultures and find your fit!

- **Western MD** – Outdoor adventure, close-knit campuses
- **Central MD** – Bustling cities and major research universities
- **Eastern Shore** – Coastal charm and tight community vibes
- **Southern MD** – Historic sites, quiet surroundings and hidden gems



The Six Degrees of Education

Every path leads somewhere – know your options!

Degree	Example Careers	Time to Earn	Where You Can Earn It
Certificate	Web Developer, EMT	A few weeks–2 years	Career Schools, Community Colleges, High School Programs
Associate's	Dental Hygienist, Nurse	2 years (60 credits)	Community Colleges
Bachelor's	Teacher, Engineer	4–5 years (120 credits)	Colleges & Universities
Master's	Social Worker, Economist	1–2 years (30–60 credits)	Graduate Programs
Doctoral	Researcher, Professor	2–5 years + Dissertation	Universities
Professional	Doctor, Lawyer, Architect	2–5 years + Licensure	Professional Schools

Earnings & Employment Status

Median Weekly Earnings by education attainment, 2024

Doctoral degree	\$2,278
Professional degree	\$2,363
Master's degree	\$1,840
Bachelor's degree	\$1,543
Associate's degree	\$1,099
Some college, no degree	\$1,020
High school diploma, no college	\$930
Less than a high school diploma	\$738

Unemployment Rate by education attainment, 2024

Doctoral degree	1.2 %
Professional degree	1.3 %
Master's degree	2.2%
Bachelor's degree	2.5 %
Associate's degree	2.8%
Some college, no degree	3.8 %
High school diploma, no college	4.2 %
Less than a high school diploma	6.2 %

Note: Data are for persons age 25 and over. Earnings are for full-time wage and salary workers. Source: U.S. Bureau of Labor Statistics, Current Population Survey. <https://www.bls.gov/emp/chart-unemployment-earnings-education.htm>

Tackle Your College Applications Like a Pro



Prepare:

■ Build Your College List

Consider factors like location, majors, campus size and tuition when making your college list. Apply to five to eight schools for a balanced selection.

■ Create Common App Account

The Common App opens in August. Register, complete the FERPA Release and sync with Naviance to transfer your documents easily.

Gather Documents:

■ Transcripts

Get the Transcript Release form from your guidance counselor, complete it once in your senior year. Submit the College Application Transcript Request Form via the Common App at least two weeks before deadlines.

■ Letters of Recommendation

Ask teachers for recommendations through Naviance, aiming for 2-3 letters. If you can, ask teachers who instruct courses related to your intended major or ones that you've really connected with. If you want to make it easy for them to write you a personalized letter, send them your resume and remind them of your intended major/future goals.

Tell Your Story:

■ Academics

Your SAT and ACT scores are important for college admissions and scholarships. Know each college's criteria. Highlight any academic awards and feature challenging courses or classes related to your major.

■ Extracurriculars

Colleges want active students! Highlight your activities to show your passion and commitment. Ideally, focus on a few experiences that you've been involved with for a longer period and related to your future goals (think quality, not quantity).

■ College Essay

Your essay is a chance to show your voice, writing skills, personality and important life experiences. What do you want the admissions committee to know or understand about you? This can help you stand out; you're more than just a transcript or test score! Be sure you proofread before submission.

Hit Submit:

■ Know Your Deadlines

Every college has its own timeline, so it's important to keep track of key dates. Early Action (EA) deadlines are usually in November and let you apply early without committing. Early Decision (ED) is also in November but is binding — it is best to do this if the school is really your top choice. Regular Decision deadlines typically fall in January or February.

■ Final Checks

Before you hit submit, take time to review everything carefully. Proofread your entire application and essays — even small errors can stand out! Make sure your transcripts, test scores and recommendation letters have been requested and sent.

■ Stay Organized

Staying on top of the process helps everything feel more manageable. Create a checklist or simple spreadsheet to track where you've applied and what's still left to do. Staying organized will help you meet every deadline.

■ Celebrate

Each application you complete is a big step toward your future — take a moment to celebrate your progress! Keep that momentum going as you tackle the rest. You're building an exciting path ahead!



Maryland Mindset:

Make your application stand out like our state flag in the crowd — bold, bright and true to you.



Discover



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of MARYLAND

Personalized learning experience, manageable tuition.
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Share Your Story. Shape Their Future.


Join MBRT's Speakers Bureau



Inspire the next generation of Maryland students by volunteering with the Maryland Business Roundtable for Education (MBRT). As a Speakers Bureau volunteer, you'll visit classrooms—virtually or in-person—to share real-world insights and show how education pays off in college, career, and life.

- ✓ Connect with students in your local community (or across the state)
- ✓ Choose dates that fit your schedule
- ✓ Use our easy volunteer platform to sign up and get started
- ✓ Empower students with the Way to Be message

Whether you're a professional, community leader, or MBRT alum, your voice can make a lasting impact.



COLLEGE TUITION FOR THE 2025-26 SCHOOL YEAR

THE FOLLOWING IS BASED ON FULL-TIME UNDERGRADUATE STUDENTS
(AT LEAST 12 CREDITS) – Maryland Resident – Fall 2025 & Spring 2026
HOUSING IS BASED ON DOUBLE-OCCUPANCY (Mid-Range) and Room Charges ONLY
(Not Room & Board)

PUBLIC COLLEGES, Per year

NAME	LOCATION	WEBSITE	# OF UNDERGRADS FOR 2024-2025*	TUITION & FEES	HOUSING
Bowie State University	Bowie	http://www.bowiestate.edu	4,309	\$9,529.00	\$7,478.00
Coppin State University	Baltimore	http://www.coppin.edu/	1,548	\$7,421.00	\$6,928.00
Frostburg State University	Frostburg	http://www.frostburg.edu/	2,548	\$10,464.00	\$6,532.00
Morgan State University	Baltimore	http://www.morgan.edu/	8,376	\$8,346.00	\$12,840.00
Salisbury University	Salisbury	http://www.salisbury.edu/	5,830	\$11,306.00	\$7,976.00
St. Mary's College of MD	St. Mary's City	http://www.smcm.edu/	1,593	\$15,692.00	\$10,086.00
Towson University	Towson	http://www.towson.edu/	14,415	\$12,186.00	\$8,672.00
University of Baltimore	Baltimore	http://www.ubalt.edu/index.cfm	663	\$10,600.00	N/A
University of MD – Baltimore County	Catonsville	http://www.umbc.edu/	9,421	\$13,689.00	\$9,065.00
University of MD – College Park	College Park	http://www.umd.edu/	29,225	\$12,290.00	\$10,074.00
University of MD – Eastern Shore	Princess Anne	https://www.umes.edu/home/	2,256	\$9,365.00	\$5,928.00
University of MD – Global Campus	Adelphi	http://www.umuc.edu/	12,636	\$3,960.00	N/A

PRIVATE COLLEGES (Four-Year Independent Colleges & Universities), Per year

NAME	LOCATION	WEBSITE	# OF UNDERGRADS FOR 2024-2025*	TUITION & FEES	HOUSING
Capitol Technology University	Laurel	https://www.capttechu.edu/	267	\$28,258.00	\$7,864.00
Goucher College	Towson	http://www.goucher.edu/	960	\$55,300.00	\$9,250.00
Hood College	Frederick	http://www.hood.edu/	1,172	\$49,380.00	\$8,400.00
Johns Hopkins University	Baltimore	https://www.jhu.edu/	5,686	\$66,670.00	\$12,450.00
Loyola University, Maryland	Baltimore	http://www.loyola.edu/	3,847	\$59,150.00	\$11,700.00
Maryland Institute College of Art	Baltimore	https://www.mica.edu/	1,129	\$58,618.00	\$12,600.00
McDaniel College	Westminster	http://www.mcdaniel.edu/	1,611	\$53,150.00	\$6,330.00
Mount St. Mary's University	Emmitsburg	http://www.msmary.edu/	1,683	\$50,200.00	\$7,900.00
Notre Dame of Maryland University	Baltimore	http://www.ndm.edu/	597	\$45,275.00	\$8,099.00
St. John's College	Annapolis	http://www.sjc.edu/	479	\$42,317.00	\$8,442.00
Stevenson University	Stevenson	http://www.stevenson.edu/	2,805	\$41,208.00	\$9,702.00
Washington College	Chestertown	http://www.washcoll.edu/	893	\$56,988.00	\$8,990.00


COMMUNITY COLLEGES THE FOLLOWING IS BASED ON ALL UNDERGRADUATE STUDENTS ENROLLMENT – BOTH FULL & PART-TIME - Fall 2024*

NAME	LOCATION	WEBSITE	# OF UNDERGRADS FOR 2024-2025*	COST PER CREDIT HOUR (IN COUNTY)
Allegany College of Maryland ***	Cumberland	http://www.allegany.edu/	2,785	\$136.00
Anne Arundel Community College	Arnold	http://www.aacc.edu/	11,481	\$130.00
Baltimore City Community College	Baltimore	http://www.bccc.edu/	4,375	\$110.00
Carroll Community College	Westminster	http://www.carrollcc.edu/	3,337	\$144.00
Cecil College	North East	http://www.cecil.edu/Pages/default.aspx	1,749	\$135.00
Chesapeake College	Wye Mills	http://www.chesapeake.edu/	2,095	\$131.00
College of Southern Maryland	LaPlata, Leonardtown, Prince Frederick	http://www.csmd.edu/	5,062	\$175.00
Community College of Baltimore County	Catonsville, Dundalk, Essex, Randallstown, Tradepoint Atlantic, Transportation Training Center, Owings Mills and Hunt Valley	http://www.ccbcmd.edu/	16,539	\$124.00
Frederick Community College	Frederick	http://www.frederick.edu/	7,293	\$165.50
Garrett College ***	McHenry	http://www.garrettcollege.edu/	678	\$99.00
Hagerstown Community College	Hagerstown	http://www.hagerstowncc.edu/	5,088	\$128.00
Harford Community College	Bel Air	http://www.harford.edu/	5,067	\$144.00
Howard Community College	Columbia	http://www.howardcc.edu/	8,696	\$144.00
Montgomery College	Germantown, Rockville, Silver Spring	http://www.montgomerycollege.edu/	18,835	\$203.00
Prince George's Community College	Largo	http://www.pgcc.edu/	11,648	\$119.00
Wor-Wic Community College	Salisbury	http://www.worwic.edu/	2,941	\$136.00

** Tuition & Fees and Housing prices from institutions' direct website or contacts.

*** Allegany College of Maryland offers housing on Cumberland Campus at \$6,800, four bedroom apartment – includes wifi & washer/dryer. Garrett College offers housing at \$5,833 per year, for mid-range, double occupancy.

Yes, you can afford to go to college

- Statistics from some Maryland institutions show positive trends in Financial Aid awarded to students:
 - As of 2025, \$8.8 million is disbursed to Wor Wic Community College Students each year.
 - At Salisbury University, 92% of incoming students receive financial aid, with over \$75 million awarded.
 - At the University of Maryland, the average amount of aid received by all undergraduate students in 2024 was \$16,438.
 - At Loyola University, 99% of students receive some type of financial aid.
 - Other Financial Aid statistics show:
 - The U.S. Department of Education awards an estimated \$46 billion in scholarship money annually.
 - Around 30% of Maryland undergraduate students receive Pell grants.
 - A total of 117 Class of 2024 graduates from MBRT programs received \$4.3 million in state grants—averaging over \$36,750 per student—to attend Maryland colleges and universities.
- 



Sources: <https://www.worwic.edu/pay-for-college> | <https://www.salisbury.edu/admissions/financial-aid/>
<https://www.usmd.edu/IRIS/?view=UMCP> | <https://www.loyola.edu/departments/financial-aid/>
<https://educationdata.org/scholarship-statistics> | <https://nces.ed.gov/ipeds/trendgenerator/app/answer/8/35?ty=2023&f=6%3D24>



Maryland Mindset:

Scholarships and grants are out there — like hunting for the best crab spot, do the research and dig in.

Paying for College

My Future. My Maryland. It starts with smart financial planning.
Use this checklist to navigate the steps toward funding your college education.



Step 1: Understand What College Really Costs









Direct Costs

- Tuition & Fees
- Room & Board
- Meal Plans

Indirect Costs

- Books/Supplies
- Transportation
- Personal Expenses
- Health Insurance

Step 2: Know Your Financial Aid Options

Aid Type	What It Is	Pay Back?
 Grants	Free money based on financial need offered as federal or state aid, or collegiate funding	 No
 Scholarships	Free money for achievements or talents often provided by schools and private organizations	 No
 Work-Study	Get a part-time job through your school to earn as you learn	 No
 Loans	Borrowed money to pay back later through federal government and private agencies.	 Yes

Subsidized loans save you money—no interest while you're in school! **Unsubsidized** loans are easier to get, but start charging interest right away. Know the difference before you borrow!



Pro tip – Attend a local financial aid night for personalized assistance!

Step 3: Apply for Financial Aid

- ☐ Complete the FAFSA: Opens October 1 annually. Apply at fafsa.gov.
- ☐ Submit the MHEC One-App: For Maryland state aid, including undocumented students. Apply via MDCAPS.



Maryland Mindset:

Invest in yourself — Maryland's got the tools to help you pay smart and stress less.



Did you know? The Maryland Higher Education Commission (MHEC) administers more than \$130 million each year to 50,000+ Maryland students who are attending a Maryland college or university.

Step 4: Explore Maryland State Aid Programs

- Guaranteed Access Grant: Covers 100% of financial need up to \$18,000 (2025 – 2026 academic year).
- Educational Assistance Grant: Up to \$3,000 annually.
- Maryland Community College Promise Scholarship: Up to \$5,000 for eligible community college students. Covers any remaining tuition after all federal/state aid has been applied.
- Campus-Based Educational Assistance Grant: Up to \$3,000 annually to eligible students who file after the state deadline.
- Workforce Shortage Student Assistance Grant: For students entering high-demand fields like teaching and nursing.

Visit the Maryland Higher Education Commission's website to learn more.



Step 5: Keep Track of Important Deadlines

- FAFSA & MHEC One-App: Submit by March 1 for priority consideration.
- Delegate & Senatorial Scholarships: Deadlines vary. Contact your local representatives.

Step 6: Maintain Eligibility

- Academic Performance: Meet GPA requirements for aid renewal.
- Enrollment Status: Remain enrolled in eligible programs.
- Timely Applications: Reapply for aid each year.
- Terms & Conditions: Abide by any terms you agreed to when accepting the award.

7th-10th grade students, prequalify now! Pre-qualifying secures your eligibility for the Guaranteed Access Grant before you apply for college. Find your local MBRT staff member for more information.



SCHOLARSHIP SEARCH TOOLKIT

Free Money for College Starts Here

WHERE TO LOOK

- High school counseling office
- College financial aid office
- Scholarship websites: Fastweb.com, BigFuture, Naviance, Scholarships.com
- Community groups & churches
- Employers (yours or your caregiver)
- MHEC One-App: mhec.maryland.gov

WHAT YOU'LL NEED

- ☐ Personal essay
- ☐ Recommendation letters
- ☐ Résumé or list of activities
- ☐ Transcript or GPA

 **Tip:** Start a digital folder to reuse materials across applications.

WHO IS ELIGIBLE

There are scholarships for:

- First-gen college students
- Specific majors or career goals
- Leaders & volunteers
- Artists, athletes & performers
- Students with disabilities
- Military families
- Unique traits (yes, even left-handed students!)

Competing In *Sports* Beyond High School



Many students grow up dreaming of playing sports in college and professionally. But of the nearly eight million students competing in high school athletics in the United States, only 530,000 of them will compete at NCAA schools. And of that group, only a fraction will reach their goal of becoming a professional or Olympic athlete.

On the other hand, the experiences and life lessons student-athletes receive help as they complete their college courses and pursue their careers. Education is a vital part of the college athletics experience. Only about two percent of high school athletes are awarded athletic scholarships to compete in college. NCAA Division I and II schools provide almost \$4 billion in athletics scholarships annually to more than 196,000 student-athletes*. Division III schools do not offer athletics scholarships; however, many students receive academic and need-based aid.

Division I

- More than 350 colleges and universities in its membership
- Nearly 197,000 student-athletes



Division II

- Nearly 300 colleges and universities in their memberships
- Around 137,000 student-athletes

Division III

- Nearly 205,000 student-athletes
- 425 colleges and universities in this division

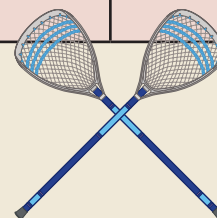
(Source: NCAA Sports Sponsorship and Participation Rates Report)

Professional Sport	Overall % HS to NCAA	NCAA Participants	Approximate # Draft Eligible	# NCAA Drafted
Baseball	8.1%	38,849	8,633	444
M Basketball	3.6%	19,213	4,270	46
W Basketball	4.5%	16,668	3,704	33
Football	7.5%	77,204	17,156	259
M Ice Hockey	13.3%	4,388	975	69
W Soccer	7.9%	29,959	6,658	47
Softball	6.3%	21,646	4,810	24

(Source: Estimated probability of competing in college athletics | NCAA.org - The Official Site of the NCAA)

The chart above shows the probability of competing in athletics beyond high school – both in college and professionally. The percentages are based on estimated data.

* <https://www.ncaa.org/sports/2014/10/6/scholarships.aspx>





Kaydn Cephas

College Football Player, Stevenson University

High School/Graduation Year:

Colonel Richardson High School, 2023
Caroline County

College/Graduation Year:

Stevenson University, 2028

Degree: B.S. in Cybersecurity



Balancing Books and the Ball

As a student-athlete, balancing academics and football takes serious discipline. At Colonel Richardson High School and now at Stevenson University, I've learned that staying organized is key. I rely on planners and digital tools to manage everything from classes and assignments to practice and game days. Having a routine helps, especially when the schedule gets intense. What keeps me grounded is my passion—for both football and cybersecurity. I'm constantly reminded by my family, coaches and mentors that the work I put in off the field is just as important as what I do on it. This long-term mindset keeps me focused and driven.



Advice to Future College Athletes

Start practicing time management now. College gives you more freedom, but also more responsibility. Use your voice—advocate for yourself in class and on your team. Don't be afraid to ask for help. If you're a high school athlete in Maryland dreaming about playing at the next level, stay focused, stay humble and put in the extra work. Play for more than just the spotlight—play for your growth. And remember: your mental and physical health matter. It's not just about game day—it's about showing up for yourself every day.

Lessons from the Game

Football has taught me more than how to play—it's shaped who I am. I've learned how to lead under pressure, bounce back from setbacks and be accountable to my teammates. Whether I'm recovering from a tough game or working through a demanding week of classes, I've learned to stay resilient. Teamwork is everything—understanding how to trust others and work together toward a common goal will serve me long after college. Being part of a team has helped build my confidence and prepared me to take on future challenges head-on.


My Future. My Maryland.

I'm majoring in cybersecurity, and I see a direct connection between the mindset I've built on the field and the career I'm preparing for. Football sharpened my ability to think clearly under pressure—skills that will serve me in cybersecurity defense, whether I'm protecting a government system or working in the corporate world. I'm also drawn to leadership. As a student-athlete, I've had to be accountable, stay focused and communicate effectively—qualities I'll carry with me wherever I go.



Maryland Mindset:

Take your game beyond high school — Maryland's got the pathways to get you there.



Why become a Certified Public ACCOUNTANT (CPA)?

CPAs MAKE BANK!

- Earn your CPA license to earn even more
- Become the CFO of any company and **BE THE BOSS!**

CFO for a Local Hospital \$119,000 - \$497,000	Accounting Manager for the US Tennis Association \$72,050 - \$95,700	Compliance Analyst for Epic Games \$66,275 - \$87,725	Personal Financial Planner \$100,000	Controller for Gatorade \$91,025 - \$121,275
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HOW DO I BECOME A CERTIFIED PUBLIC ACCOUNTANT (CPA)?








- Do well in school
- Study hard
- Consider taking business electives
- Plan to attend college
- Graduate high school
- Go to college

- Choose a school with a solid accounting program
- Join an accounting club on campus
- Get an accounting-related internship
- Gain experience in the industry you choose
- Study for the CPA exam and ace it





Now you're a CPA!

This project is 100% federally funded through the MSDE, Grant # 232095 in the amount of \$999,850.00 awarded to VHITEC, Inc. dba IAA.


What is YOUR passion?

- 
Sports
 Manage the finances for your favorite team, like the Ravens!
- 
Animals
 Help your local shelter make money and rescue more animals
- 
Healthcare
 Serve others by working for a hospital or doctor's office
- 
Education
 Teach other people accounting skills
- 
Arts
 Work for a rock band, radio station, museum, or book publisher
- 
Video Games
 Become an accountant for a game company like Mojang
- 
Crime Fighting
 Help solve financial crimes working for lawyers or the FBI

Managing Money = MAKING MONEY!

Source: American Institute of CPAs, Start Here, Go Places®
<https://www.startheretogoplaces.com/students>





Your Pathway to Possibility.

Take the next step toward your college and career goals at the College of Southern Maryland.

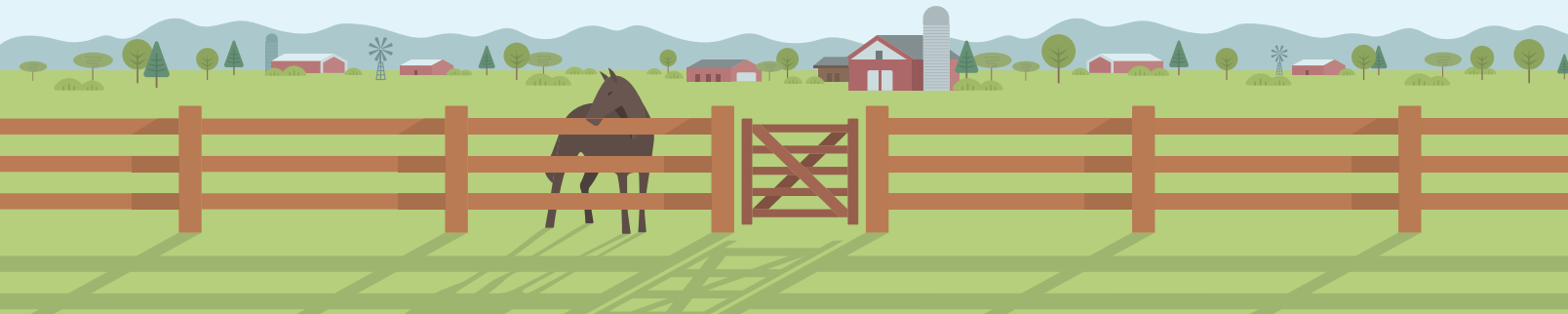


COLLEGE of
SOUTHERN
MARYLAND

go.csmd.edu/waytobe



Scan the QR code to learn more.




Ready at the Gate:

Essential Skills for Maryland's Next Generation

WHY ESSENTIAL SKILLS MATTER

Your future starts now.

Success isn't just about knowing the answers—it's about how you **think, communicate, adapt and lead**. These personal strengths—called **essential skills**—are what employers across Maryland look for in rising stars like YOU.

 **Future-Ready Fact:** "93% of employers say soft skills play a critical role in their decision about whom they want to hire," Ian Siegel, co-founder and CEO of ZipRecruiter, said in the company's recent report *The Job Market Outlook for Grads*."


TOP 5 ESSENTIAL SKILLS EMPLOYERS WANT

These are the skills that will set you apart in school, work, and life:

1. ADAPTABILITY

Be flexible. Stay calm. Step up.


Change is constant—how you handle it matters. Employers need people who can roll with the punches and still perform.

 *"I used to panic when plans changed. Now I ask, 'What's Plan B?' and keep going."* — 10th Grade Student, Baltimore

2. COLLABORATION

Teamwork makes everything work.


From classroom projects to job sites, being a strong team player shows you're reliable and ready to contribute.

 **Future Tip:** — Practice collaboration by joining a club or helping out on a group project.

3. COMMUNICATION

Say it clearly. Listen with purpose.


Whether it's writing an email, giving a speech, or having a tough conversation—good communication helps you stand out.

 **Try This:** Practice your "elevator pitch"—a 30-second intro of who you are and what you're passionate about.

4. CRITICAL THINKING

Don't just take it in—figure it out.

Problem-solvers ask questions, connect dots and challenge assumptions. That's what future-ready thinkers do.


 **Power Move:** Instead of asking, "What's the answer?" ask, "Why does this work?"

5. PROBLEM SOLVING

Find solutions. Take action.

Grow from mistakes.

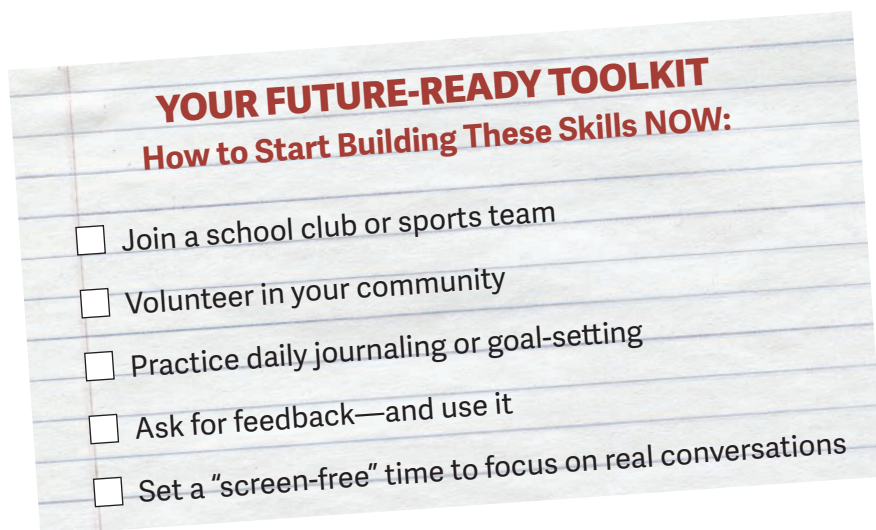
Every challenge is a chance to show leadership and creativity. Don't wait—solve it.

 **Quick Tip:** Break big problems into smaller steps. Celebrate small wins.



Maryland Mindset:

You've Got This! The world is changing fast—and Maryland's next generation is leading the way. Start building your essential skills today, and you'll be ready for whatever your future holds.



BUILDING YOUR BRAND: Your Resume, Your Power Move

Show the world what YOU bring to the table

In Maryland, we rise by being ready — whether you're applying for your first job, internship or college program, **your resume is your brand**. It tells your story, your hustle and your future goals. Use this worksheet to start building a resume that gets noticed.

STEP-BY-STEP STARTER:

1. Choose a FREE resume builder: Google Docs, Naviance, Canva Resume Templates, etc.
2. Pick a clean format (1 page, bold headings, easy to read)
3. Fill out the worksheet below — no experience? Focus on school, classes & activities!
4. Highlight your skills, training and unique stories
5. Ask a teacher, mentor, or family member to proofread

FILL IN YOUR BRAND INFO

CONTACT INFO / OBJECTIVE

Name: _____ Phone: _____

Professional Email: _____

Career Goal or Resume Objective: _____

Example: "To secure a part-time job that helps me grow my skills in technology and customer service."

WORK EXPERIENCE / SKILLS

Company & Job Title (1): _____

Dates (Start – End): _____

Duties (3-5 bullet points):

- _____
- _____
- _____

Skills & Special Training: _____

Company & Job Title (2): _____

Dates (Start – End): _____

Duties (3-5 bullet points):

- _____
- _____
- _____

Skills/Special Training: _____

EDUCATION

School Name: _____ Graduation Date (actual or expected): _____

Relevant Courses (AP, Honors, College): _____

GPA (if 2.5+): _____ Certificates/Licenses: _____

EXTRA-CURRICULAR & INVOLVEMENT

(List group/role/years involved. Check all that apply.)

- | | |
|-----------------------------------|-------------------------------------|
| • 🏆 Sports: _____ | • 🎒 Career Training Programs: _____ |
| • 📚 Academic Groups: _____ | • 🤝 Community Service: _____ |
| • 🌐 Foreign Language Clubs: _____ | • 🏠 Faith-Based Involvement: _____ |
| • 🎵 Music/Talent Groups: _____ | • 🎮 Hobbies (related to job): _____ |

AWARDS / HONORS / ACHIEVEMENTS

(List up to 3 strong examples that show you stand out!)

- _____
- _____
- _____



Maryland Mindset:

Your resume is more than words — it's your impact, your potential and your future. Start strong, stay real and show up ready.

BUILDING YOUR RESUME:

Your resume is more than a piece of paper — it's a personal billboard that tells schools, jobs and internship programs exactly who you are and what you bring. Whether you're applying to college, your first job or a leadership program, this is how you **influence your future**.

THE BASICS

- ✓ Be honest — all info should be true and complete
- ✓ Keep your layout consistent, neat and easy to scan
- ✓ Proofread! Spelling and grammar mistakes

QUICK RESUME CHECKLIST – Think Like a Recruiter

EMAIL

Is your email professional?
Avoid nicknames or jokes.
Try: firstname.lastname@gmail.com

ACTIVITIES / AWARDS

Played sports, joined a club, or won an award?
Mention your **leadership roles** and what you learned.

VOLUNTEER WORK

Helped at your church, school, or local center? Include it! Explain your role and what skills you picked up.

KEY SKILLS

Employers love to see real-life qualities like: **Responsibility, time management, teamwork, leadership, creativity, multitasking**

INTERESTS

Add interests that match the job or career field.
Want to work at a vet clinic? Mention your passion for animals.

Jane Eyre

444 Main Street Ellicott
City, MD 21042
(410)-555-6789
jane.eyre@gmail.com

Education

Central High School

- Perfect Attendance during first semester
- CTE Nursing Program
- Expected graduation: May 2025

Employment

Ellicott City Community Pool, Lifeguard

- 16 hours of work every weekend
- Trained in CPR and First Aid
- Maintained pool cleanliness and safety

Activities

J.V. Soccer, Team Captain

- 8 hours of practice and two games every week
- Led team to 14-2 record
- Highest goal percentage on team
- Won Spirit Award at end-of-year banquet

Helping Hand Nursing Center, Volunteer

- 4 hours of volunteer work twice a month
- Talked to residents, designed activities and assisted nurses
- Recruited two more volunteers

Skills

- Bilingual: Spanish and English
- Basic computer skills, including Microsoft Word and PowerPoint
- Organizational skills learned through balancing school, sports and family obligations
- Dedication and hard work proven through athletic success.

Interests

- Reading
- Photography
- Spending time with family

EDUCATION + GPA

Only include GPA if it's 2.5 or higher. Highlight CTE, Honors, AP, or College-Level Courses relevant to the job or program.

WORK EXPERIENCE

Don't have much experience yet? No stress. Focus on your **skills, volunteer roles, and achievements**.

DATES MATTER

Always include start and stop dates. Shows **consistency** and **commitment**.

Pending 2026

Summer 2024

2022-2023

2021-2022



Maryland Mindset:

From Annapolis to Hagerstown, teens across the state are building bold futures. You don't have to wait to get started — your brand is already in progress.

Be the Best of Maryland

Interview Prep Worksheet – Show Up. Speak Up. Stand Out.

From Ocean City to Baltimore, Maryland students are stepping up. Interviews are your chance to prove you're one of them. Preparation = Power. Want to impress the room? Start here.

"Fail to Plan = Plan to Fail" - Use these 4 power moves to prepare like a pro:

RESEARCH – What's the company/organization all about?

ANSWERS – Think through common questions and tailor your answers to the job.

EXAMPLES – Use real-life stories to prove your skills.

PRACTICE – Rehearse with a friend, family member or record yourself!

INTERVIEW PREP: FILL IT IN & OWN YOUR STORY

1. Introduce Yourself:

Who are you, and what's one or two highlights that show you're ready for this role?

2. What are your future goals? (College, career, new skills or working right after graduation?)

3. Why should they hire you? (What makes you interested in this role, and what do you bring to the table?)

4. What are your strengths? (Real strengths — with a story or achievement to back it up.)

6. Share a teamwork or leadership example: (Think about group projects, clubs, sports or volunteer work.)

5. What's one weakness you're working on? (Be honest — show growth, not perfection.)

7. How did you handle a tough situation? (Problem-solving is a skill — show you've got it.)



8. What hobbies relate to the job? (This is where swimming, coding, writing or music could help you shine.)

9. Questions YOU want to ask: (Be curious. It shows you're serious.)



Maryland Mindset:

Don't wait for the door to open — knock. Then step in ready.

Your Future, Your Voice, Your Time to Shine

Whether you're repping Baltimore, Prince George's or the Eastern Shore, it's time to own your moment. Here's how to bring your A-game to any interview, internship or college meeting.



STEP 1: INFLUENCE THE ROOM

Your presence is your power. Make them feel it before you even speak.

- **Dress the part.** Clean, sharp and confident. Show you mean business.
- **Be a notetaker.** Bring a pen & notebook to show you're paying attention.
- **Start strong.** Shake hands firmly (if in person) or make eye contact via webcam. First impressions stick!

STEP 2: THE BIG PITCH

This is your moment — sell your story like a pro.

- **Do your homework.** Research the company or school. What do they stand for? Where do you fit in?
- **Bring your resume.** Even if they already have it — bring one to hand over.
- **Prep your answers.** Think ahead! Practice answering common interview questions with confidence.

Need help? Sample questions on page 30.

STEP 3: GO VIRAL (In the Right Way!)

Keep the energy going after the interview.

- **Say thanks.** Always thank the interviewer before you leave. Gratitude = professionalism.
- **Follow up fast.** Send a thank-you email or note within 24 hours. Mention something you talked about to keep it personal.
- **Stay ready.** Let them know you're excited and available to move forward!



Maryland Mindset:

From Thurgood Marshall to Jada Pinkett Smith, Marylanders are known for turning up and standing out. Use your voice. Own your power. And never underestimate the impact of being prepared.



Student POV

Navigating College as a First-Generation Student

By Lupe Duarte, MBRT Intern & NGS Scholar

When I got accepted into the University of Maryland, my mom said, “I told you, I told you you’d get in,” as if she had always known. But behind her calm voice, I could feel something deeper — fear, pride, maybe even sadness. That moment wasn’t loud or dramatic, but it

stayed with me. It was the first time I really paused and understood what this meant, for both of us.

I wasn’t sure I was going to get in because no one

around me had done it before. College always felt like something so far away it didn’t seem real, like I was trying to open a door without even knowing if I had the right key.

My mom wasn’t very involved in the shopping or the preparations for the move. I felt like she was avoiding the reality that I was leaving. Maybe she wasn’t ready. At home, as the oldest daughter, I’ve always been the person everyone turns to for everything: translating calls, helping with paperwork, managing appointments. Leaving meant stepping away from all that, and I felt like I was leaving behind who I had always been, even though I also knew I was taking a step toward who I was meant to be.

Move-in day went by in the blink of an eye. When my family left and the room fell silent, I sat on the edge of



the bed and cried, really cried. The weight of everything finally hit me: the distance from home, the responsibility, the unknown. The silence didn't bring me peace. It was heavy.

My mom always said, "Sometimes you have to take a step back and let them fly." I didn't understand it until I left, but that's exactly what she was doing.

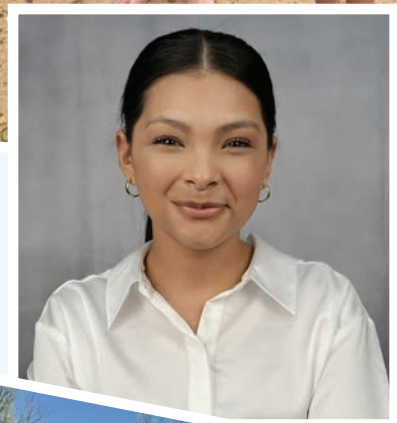
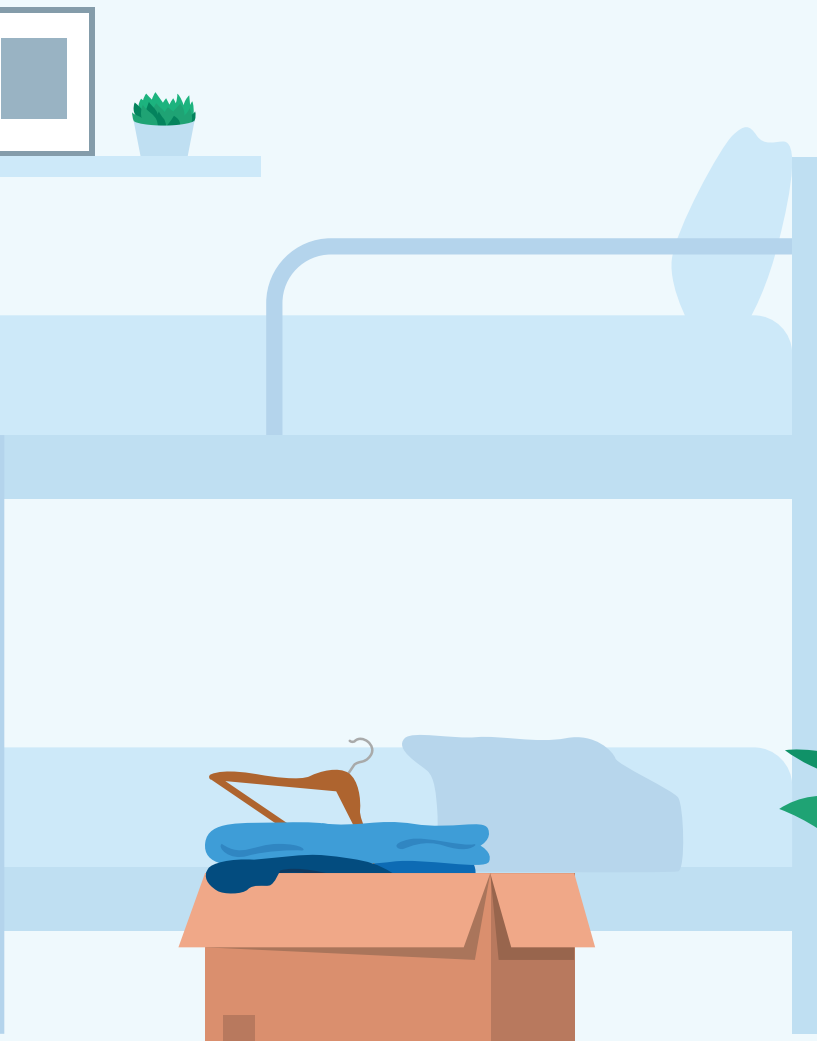
Being first-generation means carrying more than your own dreams. It means holding the sacrifices, hopes, and silent fears of the people who brought you here. It means being the first to speak up when others can't. There is so much pride in that, but it also means building something new.

There aren't many people who look like us in the classrooms. But that's why we're here. Education isn't just about degrees; it's about power, awareness, and transformation. It's how we break cycles. It's how we change the story.

Yes, this path is hard. And yes, sometimes it feels lonely.

But I don't walk it alone. I carry my mother's strength, my family's resilience, and my own belief in myself. Every step I take, every class I pass, every door I open, is for all of us.

If you come from a story like mine, remember this: your presence in these spaces is already a form of resistance. Your education is not just for you; it's for those who came before and those who will come after. Your voice matters. Your dreams matter. You belong here.



STUDENTS IN TRAINING

From the Bay to the Barracks

Explore how military service can shape your future. As a hub of national defense, medical innovation, cybersecurity and aerospace technology, Maryland plays a leading role in protecting and advancing our country. From Fort Meade to Aberdeen Proving Ground, students from every region of Maryland have stepped up to serve—and so can you.

Thousands of Americans choose to serve, and that choice has opened doors to education, global travel, personal growth and rewarding careers in a wide range of fields. Could your path to success include a uniform? Let's find out.

QUALIFY:

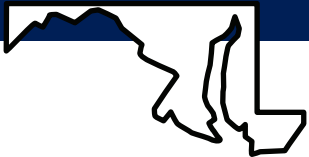
You must be a U.S. citizen to join or be a lawful permanent resident with a valid green card. You may enlist at 17 with parent consent or 18 or older without and have a High School diploma or GED.

SERVICE:

Joining the military offers an opportunity to contribute to vital missions such as developing innovative defense gear, aiding healthcare systems, safeguarding food and medicine, and tracking climate change patterns.

BENEFITS:

The military can help you not only establish a career, but further your education. The military offers many educational benefits from financial aid to loan repayment programs. Deployment is a BIG factor in this type of career, various branches send people to different areas from Germany to Japan!



WHY MARYLAND?

- **Fort Meade:** Cybersecurity & Intelligence
- **Aberdeen Proving Ground:** Research & Development
- **Naval Academy (Annapolis):** Leadership & Education



There are several different branches in the military.

Air Force

(<https://www.airforce.com/find-a-recruiter>)

Army

(<https://www.goarmy.com/locate-a-recruiter.html>)

Coast Guard

(<https://www.gocoastguard.com/Careers>)

Marines

(<https://www.marines.com>)

Navy

(<https://www.navy.com/local>)

Space Force

(<https://www.spaceforce.com/how-to-join/enlisted-guardians>)



Enlisting Steps

Step 1: Take the Armed Services Vocational Aptitude Battery (ASVAB) to determine your qualifications.

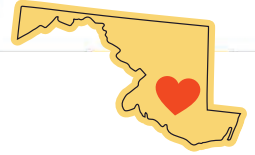
Step 2: Pass the Physical Examination.

Step 3: Meet with a Counselor and determine a career.

Step 4: Take the Oath of Enlistment.

Step 5: Receive orders for basic training and start on your path towards your new chapter in life.

Meet the Pros



Marco A.
Vice
President,
p.36



Vernesha
M.
Medical
Doctor
p.37



Travis and
Yussy M.
Owners
p.38



Sam S.
Co-Founder
and Partner
p.40



Alexcia R.
Fourth
Grade
Teacher
p.41



William E.
Director,
Governmental
and External
Affairs
p.42



Patricia F.
Chief
Financial
Officer
p.43



Jesus C.
Senior
Marketing
Associate
p.44



Bobbie D.
Mechanical
Engineer
p.45



Cyrus
E.-M.
Founder and
President
p.46



Julie C.
Founder/
Executive
Director
p.47



Cliff P.
Park Ranger
Manager I
p.48



Marco A.

Vice President, WSP

President/CEO & Chairman, MD Hispanic Chamber of Commerce

Baltimore City



How has living and working in Maryland shaped your personal or professional journey?

Living and working in Maryland has been an amazing experience. I moved from Northern NJ and worked in NYC, moved to MD in 2005 to work on major mega infrastructure projects. The first mega project was the I-95 Express Toll Lanes in the White Marsh area. Since then, I have been fortunate to work on almost all the MEGA infrastructure projects in Maryland.

What challenges did you face in high school? How did overcoming them help you grow stronger or more confident?

In high school, I did not have anyone to guide me or mentor me. When I went into college, I had to do it all by myself. Having mentors is very important, and that is something we as professionals need to be available to do and show students the available opportunities.

What opportunities helped you to get where you are today?

It is important to be mentored and get involved in internships. I did not have those opportunities and I had to learn as I went along the way.

If you could give students one piece of advice to help them own their future, what would it be?

To find a mentor, find an internship and get involved in professional associations' student chapters. Volunteering. Volunteering will open doors and help you meet people who can be influential in future opportunities and career. **PERSISTENCE PREVAILS!!!**

What is a typical workday like for you?

My job is not typical. As an engineer, I work as a Program Manager on infrastructure projects which includes meetings, coordinating tasks, coordinating sub-consultants and writing proposals. I also dedicate time to volunteer work, including leading the Maryland Hispanic Chamber of Commerce, serving on seven boards and coordinating the Engineers Week program for the Engineering Society of Baltimore.

What skills, habits or mindset helped you succeed? How can students start building those now?

People Skills, good listening and learn, learn, learn.





Vernesha M.

Medical Doctor

Kaiser Permanente

Prince George's County

What was your favorite subject in school? What did you enjoy about it?

Science! I was fascinated. I knew I wanted to become a physician since age 9. I particularly liked chemistry and biology!

How has living and working in Maryland shaped your personal or professional journey?

My husband's military assignment brought us to Maryland, but it has truly become like home. I work for a wonderful organization whose primary focus is health prevention and helping patients live longer and healthier! We are, of course, fortunate enough to live close to DC and have exposure to great museums, food, music and culture, which is a bonus! I love that I live in the same community as many of my patients. I see them at the gym or church!

What challenges did you face in high school? How did overcoming them help you grow stronger or more confident?

I lived on the west side of the inner city of Chicago, stricken with poverty and gang violence. Fortunately, my academic acumen allowed me to attend a magnet high school on the north side of the city. I had to commute 45 minutes each way on the city buses to get there. I transitioned from a small private school of 200 students to a high school of 4,000 diverse students. I kept myself busy by staying involved in extracurricular activities like the pom-pom dance squad, gospel choir, the Black student union, Pre-Med Club, sign-language club and working after school at Champs Sports. I was thankful to have a strong family support system. Staying busy kept me out of trouble!

What opportunities helped you to get where you are today?

Our high school had a Pre-Med Club that gave us access to medical professionals who would come and speak to us about their path in medicine. In college, I worked as a student health aide in the dorms, a nurse's aide in the Student Infirmary and volunteered in neighborhood hospitals. I took advantage of any opportunity to be around medical professionals.

If you could give students one piece of advice to help them own their future, what would it be?

Whatever you do in life, do not stop learning. The world evolves and technology changes. Remain curious and never stop asking questions.



What is a typical workday like for you?

Four days a week, I am in the clinic seeing about 19 patients a day in the outpatient setting. As a Family Medicine Physician, I see children and adults. One exam room can be a newborn baby there for a well-baby exam and the next exam room could be a 90-year-old patient with dementia. Although my traditional office hours are 8-5pm, my days can be filled further answering patient messages, prescribing refill requests, reviewing specialists' notes or reading a new article about a new medical treatment.

What are the most important skills you use at work?

Active listening, critical thinking, good communication and time management.

What skills, habits or mindsets have helped you succeed? How can students start building those now?

There is an abundance of information to learn in medicine. It is truly a career that involves lifelong learning. Take efficient notes, review new material and do homework the same day it is assigned. Break large assignments into smaller tasks. Remain curious! Remember the importance of taking care of yourself physically, mentally and spiritually.





Travis and Yussy M.

Owners

**Black Barn
Alpacas**

Carroll County

What were your favorite subjects in school? What did you enjoy about them?

Travis (T): History and geography for fascination of earth, history and location.

Yussy (Y): Art, creating multimedia pieces and creative freedom of expression.

How has living and working in Maryland shaped your personal or professional journey?

Living and working in Maryland after starting our business in Texas has taught us to fine-tune our professional goals, as business is very competitive. Understand your core values and stay true to your mission.

What challenges did you face in high school? How did overcoming them help you grow stronger or more confident?

T: Trying to fit in, finding your way and gaining confidence to be yourself. Staying true to my core values helped me find myself.

Y: Maintaining focus during high school. I overcame them by starting college early. Everyone has a different path!

What opportunities helped you to get where you are today?

T: Sports was a large influence in my competitive nature and social awareness, teamwork, communication skills and reliability.

Y: Interior design internships and mentors were instrumental in beginning my career in interior design; in alpacas and agriculture, other farms have been incredibly supportive in helping us grow and learn more about our industry.

If you could give students one piece of advice to help them own their future, what would it be?

T: Trust your instincts and intuition!

Y: Let the word 'no' motivate you further. Be disruptive!

What is a typical workday like for you?

Our day-to-day varies! It typically starts with feeding alpacas, always observing their behaviors to ensure everyone is happy and healthy. Then, manure pickup and cleaning, hosting and educating

visitors through our agri-tourism, networking, purchasing, merchandizing, running retail operations and business meetings to keep our team on track and focusing on growth and improvement every day.

What are the most important skills you use at work?

T: Math, communication and awareness of surroundings.

Y: Creativity, communication and motivation.

What skills, habits or mindset helped you succeed? How can students start building those now?

T: Be informed! Be skeptical of the information you hear about and learn it for yourself.

Y: Consistency. Showing up every day for your business and staff, remaining positive and uplifting to motivate your team.





What's Up With Alpacas? Learn About Black Barn's Breeding Program!

At Black Barn Alpacas, we raise happy, healthy black and gray alpacas through kind, smart breeding. Our goal is champion alpacas with soft fleece, using sustainable farming practices that care for the animals and the planet.

Fun Fact: Alpacas hum to communicate with each other—especially when they're happy or curious!

Sam S.

Co-Founder and Partner

Rivers & Roads Consulting

Talbot County



What was your favorite subject in school? What did you enjoy about it?

History. I loved learning about different cultures and their interactions with each other throughout history. It was a good reminder of just how big and diverse the world is, a perspective that was important for me, given that I grew up in one of the least populated Maryland counties - Talbot County.

How has living and working in Maryland shaped your personal or professional journey?

Maryland has diversity in everything. There is something for everybody in this state, so it is easy to find one's "fit". Maryland has many opportunities to leverage to find success. The state is large enough that there are plenty of corporate ladders to climb for aspiring CEOs. But the politics of the state is refreshingly approachable, so those who have political aspirations will find it easy to throw their hat in the ring and get involved.

What challenges did you face in high school? How did overcoming them help you grow stronger or more confident?

I was not the best standardized test taker in school, so my SAT score was much lower than I was hoping for and lower than most of my friends. I thought I was inferior academically and this weighed me down psychologically. My scores were good enough; however, to get me into the college that was my first choice and I thrived when I enrolled. So

much so that I was an A/B student in college and graduated with a higher GPA than most of the same friends I graduated high school with, who had higher SAT scores. Little did I know at the time that standardized tests like the SAT and ACT alone are poor indicators of how one will do in college. What is more important is grit, determination and focus. When classes got challenging (like physics!), I did not fold and drop the class like 50% of my classmates. I rose to take the challenge head-on without complaint and studied hard. My first exam results in the class were a 32%. I aced my final and finished the class with a B-minus overall. Having done what I thought was impossible at the time, I am confident whenever I find myself in a challenging situation.



What opportunities helped you to get where you are today?

I am so grateful to my career counselor in high school who said to me, "You'd do very well at Elon University." I had never heard of the school until she mentioned it, so I checked it out and my family and I went to visit. She was indeed right and I thrived there. So much so that I attribute much of what I have accomplished to my time at Elon University. Without that well-timed and well-placed recommendation from someone I trusted, my life would likely look quite different. Listen to the people who are closest to you—they likely know things about you that you have not noticed.

If you could give students one piece of advice to help them own their future, what would it be?

Life is not a linear progression. There will be difficulties, adversities and setbacks. Once you understand this and learn to "ride the wave" while remaining grateful, humble, yet determined, you will find that life is an exciting journey. Enjoy the ride.

What is a typical workday like for you?

My work involves helping businesses and organizations solve complex problems. My days consist of researching problems and corresponding solutions, engaging with clients to ensure they are able to implement solutions and then promoting client successes as case studies on social media sites and the press.

What skills, habits or mindset helped you succeed? How can students start building those now?

Curiosity has been a skill, habit and mindset that has propelled me thus far. Curiosity compels me to research and learn new things. Through the act of learning, I then want to implement, so the follow-up action I take comes in the form of experimentation or giving what I studied a try. New skills or ideas emerge from this, which may then lead to a newfound hobby or entrepreneurial venture. Curiosity has caused me to start three business ventures and I am now launching a nonprofit. I have also picked up several new hobbies that I have enjoyed immensely. Never be stagnant—always try new things.

Alexcia R.

Fourth Grade Teacher

Washington County Public Schools

Washington County



What was your favorite subject in school? What did you enjoy about it?

I loved science because every class felt like stepping into a new mystery that needed solving. The collaborative aspect, where my classmates and I would investigate, hypothesize and piece together clues, made the process of understanding how the world works even more exciting. It wasn't just about learning facts; it was about the shared thrill of discovery at your fingertips and the excitement in uncovering the answers.

How has living and working in Maryland shaped your personal or professional journey?

Living and working in Maryland has greatly shaped my professional journey because of the amazing teachers I had here. From elementary school through college, certain educators truly stuck with me, sparking my curiosity and showing me the incredible impact a dedicated teacher can have. Their passion and genuine care for students were so inspiring that I decided one day, "I want to do what they do." It was an amazing feeling growing up with such guidance and belonging from teachers in school. I knew I wanted to become the kind of teacher students would look back on and say, "I loved their class." Maryland's educators truly set me on this path.

What challenges did you face in high school? How did overcoming them help you grow stronger or more confident?

High school was a period of real uncertainty and indecisiveness for me; I just didn't know what I wanted to do after graduation, and it felt like everyone else had their future figured out. It wasn't until my senior year that I finally decided to explore education, joining a program at school even though it was too late to earn credit. That decision was a turning point, as stepping into the classroom and working with teachers and students made something just click. This initial experience sparked a passion that I continued to pursue through college, and each time I was teaching, I felt myself truly glowing, knowing I was where I was meant to be. Overcoming that early indecision and taking a chance on something new, even when it felt late, ultimately helped me discover a profound sense of purpose and significantly boosted my confidence in my chosen direction.

What opportunities helped you to get where you are today?

I had the pleasure of working alongside several amazing teachers through internships. These experiences allowed me to learn so much about the "behind the scenes" of teaching in several grade levels. These opportunities also allowed me to identify where I felt I belonged as an educator. I had the chance to work with students' grades K-5 before deciding where I felt I could make the biggest impact. When I began applying for jobs, I reached out to so many educators I worked with to speak on my behalf. I felt like I had a team



within teaching and it branched beyond one school or one grade level. Each member of that team played a key role in who I am as an educator today.

What is a typical workday like for you?

My school day starts with a 5:30 AM alarm, heading in for a 7:00 AM start. We immediately dive into ELA skills, dissecting stories and crafting arguments. Around mid-morning, I love watching students play at recess and beating them at races. Afterward, we might conduct a mysterious science lesson or travel back in time to learn history, bringing lessons to life. When I send students to Encore, it's my focus time to complete any needed work around the classroom. After a quick lunch break, the day concludes with math, tackling problems and building our skills.

What skills, habits, or mindset helped you succeed? How can students start building those now?

The most important skill that has helped me succeed is adaptability. In teaching, no two days are truly the same; there are always unexpected twists. Instead of giving up because of an "off day" or challenges, I've learned to view them as chances to be creative and find new solutions. This mindset allows me to embrace flexibility, seeing unexpected turns not as roadblocks but as different paths for me to try. Students can start building this now by embracing a "growth mindset". By understanding that we learn from mistakes, and seeing challenges as opportunities to grow, rather than limitations and setbacks. Don't be afraid to try new approaches when something isn't working and remember that every "off day" is just a chance to learn and have a better tomorrow.





William E.

**Director, Governmental
and External Affairs**

Pepco

Montgomery County

**What were your favorite subjects in school?
What did you enjoy about them?**

Calculus and computer science because I could solve complex problems.

How has living and working in Maryland shaped your personal or professional journey?

I have been living and working in Maryland my entire career. It has been a blessing to be able to work, live and serve in such a diverse and growing community that is committed to empowering our youth.

**What challenges did you face in high school?
How did overcoming them help you grow stronger or more confident?**

My biggest challenge was being able to focus on long-term success and not short-term satisfaction. I was able to do this by ensuring I created a five-year plan and by continuing to ask myself: Does this help you get closer to those goals? Creating self-discipline will help you stay on track, even on days when you may lack the motivation to do so.

What opportunities helped you to get where you are today?

Having mentors who always wanted more from me than they wanted for themselves helped me immensely and access to funding through scholarships is due to the financial burdens that my family faced.



If you could give students one piece of advice to help them own their future, what would it be?

I will use basketball as my analogy for this question. You will miss 100% of the shots you do not take. So, you might as well shoot. More importantly, you will only regret and remember the shots that you do not

take, not the risk you did take or the shots you missed, because even when you miss, it brings you closer to your goal.

What is a typical workday like for you?

I love my job. Every day, I strive to help my community, my customers and those who live in the DMV region use energy more efficiently and cleaner each day. I work with local and state elected officials to create meaningful legislation that will help the State of Maryland reduce its carbon footprint, become more sustainable and create a clean energy economy.

What are the most important skills you use at work?

Three Skills that I love, that require no talent or special abilities but will make the world of difference on how you separate yourself from your peers: your Effort, your Attitude and Being on Time.



Patricia F.

Chief Financial Officer

Maryland Public Television

Baltimore County/City



What were your favorite subjects in school? What did you enjoy most about them?

Business and Algebra. I loved solving equations and was a member of the Exploratory Business Careers Club (EBCC). EBCC helped us to explore careers in business. I learned about business dress, resume writing and I acquired real work experience as an intern at IBM during my junior and senior years of high school.

How has living and working in Maryland shaped your personal or professional journey?

Living in Maryland offered numerous opportunities after I graduated from college. The cost of living was lower in Maryland compared to New York. I decided to live here because the professional landscape offered the opportunity to pursue multiple professional career paths in the financial sector to include private industry, banking, government and entrepreneurship, to name a few. I could also pursue my vocational aspirations by volunteering in the local community and hospitals while fulfilling my passion to help people.

What opportunities helped you to get where you are today?

I was an average student in high school. I came from a working-class family and the highest priority was not post-secondary education. I did not graduate from high school with access to a prepaid trust or college fund. Community college was not the popular route for securing a college education and it was frowned upon. I was able to secure a small scholarship that paid for 1.5 years of community college. When the scholarship was exhausted, I had to go to work. My drive and passion were always to complete a four-year degree to pursue my dreams and secure my future. I walked away from my first job to follow my education goals. I took the leap and moved to Maryland to earn an undergraduate degree in accounting at Morgan State University.

If you could give students one piece of advice to help them own their future, what would it be?

The sum of my life experiences has helped me to get to where I am today. I benefited greatly from my high school internship at IBM, volunteering on the weekend in our



local hospital and nursing home, being connected in my faith community, and leveraging those relationships to find learning opportunities during the summer and spring breaks. I also took advantage of free training in the libraries and found opportunities in the community to volunteer as the community association president, coordinate community clean-up activities and feed the homeless, to name a few. Volunteering always kept me connected and humble.

What are the most important skills you use at work?

My day begins with setting intentions and writing daily goals in my journal, often during early morning reflection. I collaborate with department vice presidents and fiscal liaisons on forecasts, budgets, spending, and revenue-generating activities. During the legislative session, I represent MPT at General Assembly budget hearings. I also actively coach and encourage my team to pursue professional and personal growth opportunities.

What skills, habits or mindsets have helped you succeed? How can students start building those now?

- I regularly read and listen to audiobooks to sharpen my skills.
- Effective time management is key to making the most of each day.
- Identify your strengths and actively seek ways to develop them.
- I view every outcome—positive or negative—as a learning opportunity.
- I value life's small joys; gratitude and rest are essential for growth.
- Everything you need is already within you—like a seed, you just need the right environment to thrive.



Jesus C.

Senior Marketing Associate
The Insurance Market
Wicomico County



What were your favorite subjects in school? What did you enjoy about them?

Math and technology were my favorite classes in school. I liked how they challenged me to think through problems and come up with solutions. I have always enjoyed that kind of problem-solving.

How has living and working in Maryland shaped your personal or professional journey?

From city life to rural farmland and home on the Eastern Shore, Maryland has introduced me to diverse people, cultures and ways of life. This diversity has shaped me, teaching me to be adaptable and respectful of others' perspectives. Maryland has helped me grow personally and professionally and I am proud to be part of such a dynamic state.

What challenges did you face in high school? How did overcoming them help you grow stronger or more confident?

Going into high school, I had a clear goal: to be the first in my family to go to college and graduate. That goal came with a lot of pressure, but I also knew I had people supporting me. I took things one day at a time, stayed focused and did my best to keep moving forward. That journey helped me build real confidence. I proved to myself that I would not give up, no matter how tough. I still carry that mindset today, always pushing myself to grow in both my personal life and my career.



What opportunities helped you to get where you are today?

My biggest mentor has always been my grandfather, Edward Cruz. He grew up with very little but never let that stop him. He worked for over 40 years as an engineer at NASA, stayed committed to his family and always found ways to help others. From him, I learned the value of being selfless, respectful and strong. His example inspires me to stay active in my community and give back through my

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work whenever I can. More than anything, he motivates me to be the kind of person my own two children can look up to one day, just like I look up to him.

If you could give students one piece of advice to help them own their future, what would it be?

Be true to yourself and tap into the inner drive that pushes you to become the person you have always dreamed of being.

What is a typical workday like for you?

The best part of my job is that no two days are the same. One day, I might be working on coverage for a local farm owner, the next I could be handling insurance for an HVAC business, and a few days later, I could be focusing on a golf course by the water. I collaborate closely with my sales team and our partnered carrier underwriters to create customized insurance policies and risk solutions that ensure our clients' businesses are fully protected.

What are the most important skills you use at work—and how can students start building those now?

Problem-solving, collaboration and adaptability are essential in my role. Customizing insurance policies for different businesses means thinking creatively to meet unique needs, working closely with teammates and adjusting quickly to new challenges. These skills—along with resilience—have been key to my success. I've also learned that mistakes are part of the journey, as long as you learn from them and keep growing. Students can build these skills now by tackling projects that require critical thinking, staying committed through setbacks and stepping outside their comfort zones through new activities or volunteer work through different subjects, activities, or volunteering.

Bobbie D.

Mechanical Engineer

Naval Air Warfare Center - Aircraft Division (NAWCAD)

St. Mary's County



What were your favorite subjects in school? What did you enjoy about them?

All sciences, especially Biology. I enjoyed how what I learned in the classroom helped me better understand the workings of the world around me.

How has living and working in Maryland shaped your personal or professional journey?

Greatly! The Patuxent River Naval Air Base, located in Southern Maryland, created a program called the Pathways Program to employ engineers from the Southern Maryland area to increase the retention of younger engineers. By attending the College of Southern Maryland, I learned about this program where the US Navy would pay for my last 2 years of college, provide me with a Co-op working as an engineering intern during school breaks, and a guaranteed engineering job after graduation if I successfully earned a degree in mechanical engineering. I may not be a mechanical engineer had I not grown up in Maryland, specifically Southern Maryland and had this opportunity from NAWCAD PAX River.

What challenges did you face in high school? How did overcoming them help you grow stronger or more confident?

I struggled with feeling confident in my math abilities throughout high school and early college. I overcame this by understanding that I might have to work a little bit harder than some of my peers and deciding not to compare myself to my peers. I decided to "run my own race", which meant that I worked to understand how I best learned and applied those methods to myself, even if that looked different than my peers.

What opportunities helped you to get where you are today?

The Patuxent River Pathways Program from the Patuxent River Naval Air Base provided me with three things:

1. College classes taught by practicing engineers from PAX River Naval Air Base, so I learned engineering principles through real world examples I still apply today.
2. The opportunity to work as an engineering intern on my breaks from school with the same engineering group I work with today, so I hit the ground running when I became a full-time engineer.
3. An entire team of individuals who were dedicated to helping me succeed, from Engineering counselors to professors who gave me advice, to the individuals who ensured the paperwork was in order every semester.

If you could give students one piece of advice to help them own their future, what would it be?

Run your own race. Don't compare yourself or your abilities to your peers. As long as you show up and



try your best, you are doing a great job and you will be successful. You have abilities and experiences no one else has; lean into those.

What is a typical workday like for you?

I come into my lab, go to my desk and check my email. If there is a request for an on-aircraft inspection, I will gather information on material and geometry, decide on the appropriate inspection method and go to the hangar to perform the inspection. I attend meetings throughout the day with prime contractors, subcontractors, program leaders and sustainment depots to solve inspection issues across the aircraft life cycle. If there are parts or panels in the lab to be inspected, I may perform those inspections with more advanced inspection equipment located in my lab. At every point in my day, I communicate with others to coordinate, mentor, ask questions and pass along information.

What skills, habits or mindset helped you succeed? How can students start building those now?

Active listening - A lot of issues stem from miscommunication. Learn to sit back and listen, hear both sides of the discussion.
Practice pinpointing where the communication breakdown is and how you can clarify that specific issue. If you can do that, you will save yourself and your future employer a lot of time and energy.
Prioritization - decide what is most important for you to work on today, because there will always be multiple items that need to be done and you are just one person. Start practicing that now with your coursework.



Cyrus E.-M.

Founder and President

Rapid Prototyping & Manufacturing Technologies, LLC (RPM Tech)

Harford County



What were your favorite subjects in school? What did you enjoy about it?

Math and physics. They were both fun and interesting.

How has living and working in Maryland shaped your personal or professional journey?

I have never lived anywhere for more than a few years in a row. Maryland is home. It's a beautiful state with kind people and a large concentration of technology and research. The state also has a great public school system and a large number of great colleges.

What challenges did you face in high school? How did overcoming them help you grow stronger or more confident?

Being short. I overcame them with curiosity and interest in technology and math, along with the support of friends.

What opportunities helped you to get where you are today?

Very few until my first job, when I was mentored by a handful of brilliant and giving individuals.



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If you could give students one piece of advice to help them own their future, what would it be?

Be a sponge for the rest of your life - learn from everyone and everything, even if it does not seem relevant or complex, and network, network, network. Stay in touch with everyone... you never know.

What is a typical workday like for you?

I innovate and solve problems - some simple and others highly complex. I engineer solutions, create designs and prototype them. When I am done with a design, I transition it to production.

What are the most important skills you use at work?

Solving problems, listening, analyzing and questioning all data and information.

What skills, habits or mindset helped you succeed? How can students start building those now?

Be open-minded, willing to listen to a differing opinion, try things that are hard, don't be afraid of failure and do not give up. Always review data, think twice before making decisions, ask questions and be confident to disagree with more experienced individuals when you sense they are wrong.



Julie C.

Founder/Executive Director

Harriett's House Inc.

Dorchester County



How has living and working in Maryland shaped your personal or professional journey?

I have lived in Maryland all my life. I was born in Annapolis and grew up in Glen Burnie. I moved to the Eastern Shore at 20. I have the full experience of Maryland living. Raising my family on the Eastern Shore was a different experience from the one where I grew up. I had the experience of many resources in Glen Burnie and fewer on the Eastern Shore. This made me realize the need to have more resources available in rural areas.

What challenges did you face in high school? How did overcoming them help you grow stronger or more confident?

A challenge I had in high school was one I didn't overcome until later in life. My parents were divorced when I was 16 and it affected my studies. I had a desire to go to college, but I was told we couldn't afford it. This was a dream I put on hold until I was in my 40s. My advice would be to look into your opportunities and not just take someone else's word for it. If you want to do something bad enough, you will find a way.

What opportunities helped you to get where you are today?

While earning my degree, I did an internship at a mental health facility where I was able to obtain a lot of experience in many different positions. Eventually, I obtained a job there as a Victim Advocate. This experience helped me to pinpoint the area I wanted to focus on for my career. Later, I was invited to be in a mentoring and training program that allowed me to learn what I needed to open a Residential Program for survivors of human trafficking.

If you could give students one piece of advice to help them own their future, what would it be?

Explore different opportunities. Follow your passions and discover where your heart is leading you. Don't allow someone else to tell you what you should do with your life. Interests will change as you grow. Allow yourself to be open to possibilities.



What is a typical workday like for you?

My day changes from day to day. Some days, I am working with the women in our program to teach skills, mentor and build relationships. Other days, I am working with clients at our drop-in center or creating products for the retail department of the organization. Other days, I manage employees, work on our website, create our newsletter, go to speaking engagements or raise money. Many different aspects of my job keep it interesting.

What skills, habits or mindset helped you succeed? How can students start building those now?

Be true to yourself. Don't try to fit someone else's mold. Make a daily list of things you want to achieve and work to accomplish them. Be honest - integrity is crucial. Do everything with excellence, don't cut corners or settle for less than your best. Your reputation and integrity are everything.

Cliff P.

Park Ranger Manager I

Maryland Park Services, Rocky Gap State Park
Allegany County



What was your favorite subject in school? What did you enjoy about it?

Environmental Science, our teacher had a hands-on approach with the class, including several field trips to explore what we were discussing.

How has living in Maryland shaped your personal or professional journey?

Growing up in Maryland, my family often recreated in the outdoors. Hiking, camping and fishing in many of the state parks in Western Maryland. Without even realizing it, I believe it helped put me on the path that led to me becoming a Park Ranger. The abundant outdoor opportunities were always enticing to me as a child.

What opportunities helped you to get where you are today?

During my internship at Rocky Gap State Park in college, my site supervisor played a crucial role in solidifying my career choice. Without their guidance and the valuable experiences I gained during that time, I'm not sure I would be where I am today.

If you could give students one piece of advice to help them own their future, what would it be?

If there is something you are passionate about or a field that interests you, seek out all opportunities to explore those fields or passions. Look for summer employment, or even volunteer opportunities. Always be willing to learn and don't be afraid to fail.



What is a typical workday like for you?

We often tell people that there are no typical days for a park ranger. However, there are a few tasks you can consistently expect, such as counting and verifying money at the beginning or end of your shift. Cleaning bathrooms or campsites is also necessary to support other staff. Additionally, you'll assist by answering customer questions or helping them find the information they need. Depending on your shift, you may need to open or close gates to various areas as well. Flexibility is key, as unexpected situations will arise, requiring you to adapt and overcome challenges.

What are the most important skills you use at work?

Communication, both verbal and written. Interpersonal skills, the ability to talk and listen to people to hear what their needs truly are. Always be flexible; things are going to change and you need to be able to change with them.

What skills, habits or mindsets have helped you succeed? How can students start building those now?

Public speaking and technical writing. Take any classes you can that will improve your ability to write and speak. Avoid using slang terms and always be honest when communicating with people. Remember to breathe and always remember that you work outdoors in some of the most beautiful places Maryland has to offer. Rangers are paid in outstanding views and amazing sunsets.

MD





Ciara Ross

Fort Hill High School,
Allegany County



Kayla Morrison

Meade High School,
Anne Arundel County



Saniyah Grimes

Baltimore City College,
Baltimore City



Tremen McBride

Owings Mills High School,
Baltimore County



Brett Sheranko

Patuxent High School,
Calvert County



Kelly Harding

Colonel Richardson
High School,
Caroline County



Michael Eakins

Century High School,
Carroll County



Emily Hornberger

Rising Sun High School,
Cecil County



**Kennady
Hawkins**

Thomas Stone High School,
Charles County



Tyler Sears

Cambridge-South
Dorchester High School,
Dorchester County



Fredimmanuel Seshie

Oakdale High School,
Frederick County



**Madeline
Levering Smith**

Northern Garrett High School,
Garrett County



**Matthew
Rudzinski**

Edgewood High School,
Harford County



Sakshi Tirodkar

Long Reach High School,
Howard County



Daniel Harris III

Kent County High School,
Kent County



Ruhi Nair

Winston Churchill
High School,
Montgomery County



Mueez Peleowo

Oxon Hill High School,
Prince George's County



Destiny Falodun

Queen Anne's County
High School,
Queen Anne's County



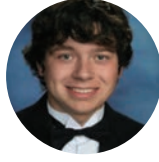
Kamryn Noble

Washington Academy
& High School,
Somerset County



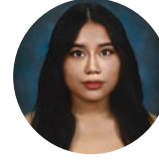
Ava Cotroneo

Leonardt High School,
St. Mary's County



Gavyn Stebbins

Easton High School,
Talbot County



**Ilbe De La
Paz Alvarez**

Boonsboro High School,
Washington County



Haven Rodriguez

Wicomico High School,
Wicomico County

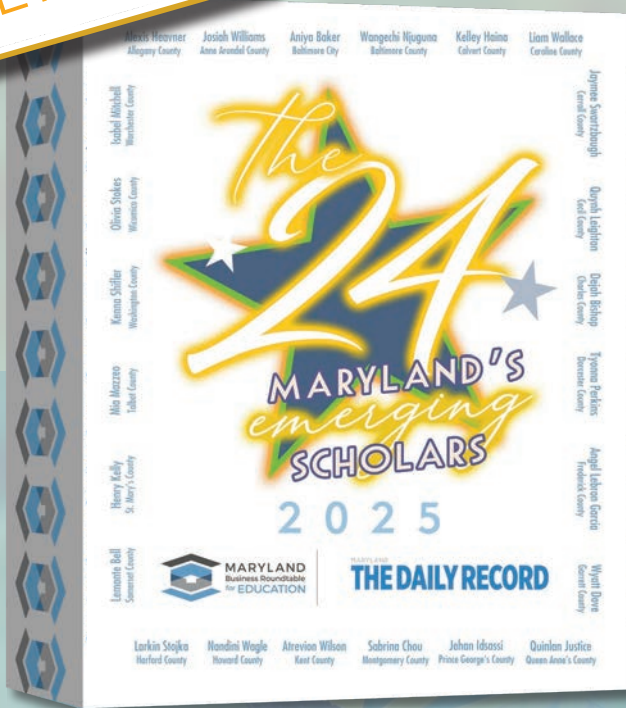


Julia Park

Stephen Decatur
High School,
Worcester County



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THE 24: MARYLAND'S EMERGING SCHOLARS AWARD

**IN PARTNERSHIP WITH
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This award recognizes student leaders throughout Maryland for their academic achievement, community and school involvement and participation in MBRT college and career-readiness programs.



WHO: MARYLAND HIGH SCHOOL STUDENTS

(Grades 9 – 12, selecting one student per school district)

WHAT: STATEWIDE RECOGNITION OF

- **Student Academic Achievement**
- **Minimum 2.5 GPA**
- **Community Involvement (Hours)**
- **School Involvement (Compassionate Leaders)**
- **MBRT Program Participation (Extra Points Awarded)**
- **Future Career Interests (STEM – Extra Points Awarded)**

WHEN: • Applications Due: **November 1, 2025**

- Applications Due: **November 1, 2025**
- Review Applications: **November 3 – November 26, 2025**

- **Notify Recipients by: *December 3, 2025***

- **Event Recognition: *February 24, 2026***

WHERE: MBRT'S YOUTH CONGRESS DAY EVENT (ANNAPOLIS, MD)

To learn more see: mbrrt.org/the24award

