

Workforce Development Program



PROGRAM OVERVIEW

The Maryland Cannabis Administration's Workforce Development Program is designed to provide virtual and in-person training for retail, processing and cultivation careers across Maryland's fast growing cannabis industry.

Job placement opportunities will be offered throughout the program. Once a participant is selected and enrolled, they may choose to be partnered with a career coach who will assist with locating immediate job opportunities while the participant completes virtual courses. Participants completing degree programs and those seeking to enter the industry after completing program courses will be provided with job placement and internship program opportunities to commence in June 2025.

Phase 1: Virtual Academy

The Virtual Academy is an 8-week self paced program requiring a six hour time commitment per week. Completion of each module and evaluative component is required. The Virtual Academy opens to selected applicants in September 2024.

- Week 1: Introduction to Maryland's Cannabis Industry
- Week 2: Exploring Cannabis Careers
- Week 3: Introduction to Cannabis Entrepreneurship
- Week 4: Dispensary Career Basics
- Week 5: Processor Career Basics
- Week 6: Cultivation Career Basics
- Week 7: Ancillary Business Job Opportunities
- Week 8: Assessment

Phase 2: In-Person Training

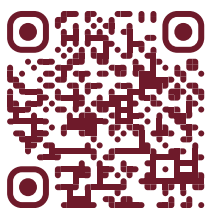
After completing the Virtual Academy, participants may enroll in an in-person training course. This two-day course, which provides hands on training in retail, processing and cultivation practices/ techniques, will run from 9AM to 5PM one weekend per month in different regions across the state. Participants only need to enroll in one of the following sessions (dates to be announced). A full Training Academy Completion Certificate will be awarded.

- November 16-17: Baltimore County
- December 7-8: Anne Arundel County
- January 11-12: St. Mary's County
- February 8-9: Howard County
- March 8-9: Eastern Shore
- April 5-6: Frederick County

Phase 3: Placement

Select, interested participants will be invited to apply for direct placement and internship opportunities to commence in June 2025. Two pre-placement courses will be offered:

- May 2025: Retail Track (Baltimore Region)
- May 2025: Processing and Cultivation Track (Eastern Region)



Scan the QR code or [apply here](#)

Applicants must be Maryland residents. Applications will be accepted on a rolling basis following this date. Applicants must make a commitment to being available to complete online courses and to attend in-person sessions.

Selections will be based upon a quarterly review of statewide cannabis industry job openings and communications with employment partners, with priority given to applicants with interests and skills most likely to result in job placement based on the current climate and the applicant's desired work location. Applicants with a history of cannabis related justice system involvement will be given priority consideration.

Guide to Understanding Maryland's Cannabis Industry



What is Cannabis Cultivation (Grower)?

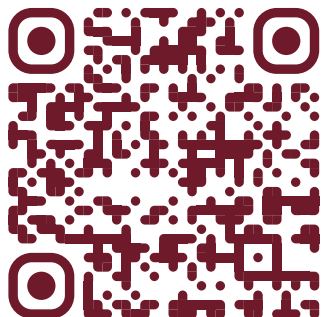
Cannabis cultivation means any activity involving the planting, growing, harvesting, drying, curing, grading or trimming of cannabis. Cultivators grow all of the cannabis plants that are harvested, sold as flower and made into products. Cultivators grow cannabis in different ways, including indoor grow facilities, greenhouses and by planting directly in the ground outdoors (e.g., field cultivation). Their operations look like other agricultural operations in Maryland. Cannabis cultivation is a multi-step process that includes:

- Preparing the soil and growing medium
- Planting seeds or clones
- Irrigating, fertilizing and managing pests
- Harvesting plants
- Drying, curing and trimming plants

Growers in the state are additionally authorized to provide seeds and seedlings to dispensaries, who can then sell the seeds and seedlings to individuals for home cultivation.

What is Cannabis Processing?

A cannabis processor transforms cannabis into another product, or an extract, and packages and labels the cannabis product. Processed cannabis products refer to products that have been created using extraction methods in which raw cannabis material is processed into other usable forms. The processed products can range from edibles to concentrates to tinctures and topical applications, among others.



Scan the QR code or go to cannabis.maryland.gov to learn more.

What is a Cannabis Dispensary?

A cannabis dispensary is an entity that acquires, possesses, repackages, transports, sells, distributes, or dispenses cannabis or cannabis products, including tinctures, aerosols, oils, and ointments, related supplies and educational materials for use by qualifying patients, caregivers or consumers through a storefront or through a delivery service.

What types of jobs and careers are available?

Cultivation Careers

- **Cultivation:** Cloning, transplanting, feeding, trimming, pest management, environmental monitoring, harvesting and record-keeping. Trimming: Trimming of harvested cannabis flower, post-trimming storage and record-keeping.
- **Nursery:** Breeding (seed creation), cloning, transplanting, feeding, pest management, environmental monitoring, harvesting and record-keeping.
- Delivering cannabis and cannabis-infused products from retail dispensaries to consumers.

Processing Careers

- **Extraction:** Safely converting cannabis flower material into cannabis oil for inhalation or later infusion into a cannabis-infused product.
- **Infusion:** Preparing and mixing raw ingredients, processing/manufacturing steps, intermediate product storage and record-keeping.
- **Packaging:** Filing, labeling, packaging, storing and keeping detailed records on finished cannabis-infused products.
- **Inventory:** Warehouse and inventory management of cannabis oil and infused products.

Retail Careers

- **Sales:** Providing service and assistance to customers through sharing of product knowledge, answering questions and completing retail sales transactions.
- **Inventory:** Entails inventory and storage management of cannabis products.

Other Careers

- Testing laboratory staff conduct quality assurance testing of cannabis and cannabis-infused products prior to sale to consumers.
- There are many opportunities to work with ancillary businesses as well. Ancillary businesses are entities that do not directly handle cannabis products but provide essential cannabis industry services such as secure transport, green waste management, outreach, marketing and more!

What skills do i need to possess?

Many entry-level job opportunities in the cannabis industry require little to no experience! Intermediate and management positions require skills that can be acquired through internship and apprenticeship positions, spending time in entry-level positions or through transferable skills. The Maryland Cannabis Administration's Workforce Development Program is designed to provide Marylanders with free career education to prepare you for a rewarding career in a fast growing industry. Whether you start out in an entry-level or management position, possessing in-depth knowledge of the industry and career paths may make your career transition or development easier. Knowing what employers are looking for also means less time contemplating which career path is right for you!

What transferable skills could be useful?

Do you have experience working in restaurants, marketing and advertising spaces, accounting services, retail outlets, customer service entities, landscaping and gardening companies, laboratories or delivery and distribution centers? These and other skills are a perfect fit for some of the most sought after cannabis industry career fields!