



FINANCE COMMITTEE

TESTIMONY

Submitted by

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SB 724 – State Personnel – Information Technology and Cybersecurity Qualifications – Established (Maryland State IT Hiring Act).

POSITION: Support

The Maryland Association of Community Colleges ("MACC") representing all of Maryland's 16 community colleges support SB 724 - State Personnel – Information Technology and Cybersecurity Qualifications – Established (Maryland State IT Hiring Act). This bill requires certain state departments to identify specific skills instead of solely degree requirements when searching for talent.

Often degree requirements are an artificial barrier to employment and leaves jobs unfilled. This bill would require a deeper reflection and articulation of specific skills and competencies. In doing so the state would open doors to employment for residents who hold appropriate credentials—from certifications to PhD's, create career pathways and fill vacant jobs—closing skill gaps. The adoption of the legislation will not only advance state employment but can demonstrate the efficacy of looking towards credential holders and entrepreneurial learners to fill important jobs—an important step towards closing skill gaps in Maryland.

Expanding and diversifying the pool of qualified candidates to fill Information Technology and Cybersecurity positions will enhance our workforce. This bill does not eliminate the option to have degree requirements for Information Technology and Cybersecurity positions, but rather right-sizes the requirements to the actual skills, knowledge and abilities required to perform the job and in doing so, also provides a model for employee recruitment and onboarding for the private sector.

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