



March 4, 2021

Maryland General Assembly
Appropriations Committee &
Ways and Means Committee
House Office Building, Room 121
Annapolis, Maryland 21401

RE: Letter of Support for HB1215
Maryland Career Consortium
Stance: Support

Madam Chairman, Vice Chair and Members of the Committee:

The Maryland Career Consortium (MCC), consisting of the career center directors and staff of 15 colleges and universities in the greater Baltimore region, collectively serves students and alumni through collaborative job fairs, networking events, and through these events seeks to meet the employment needs of the region. In this role, members of the MCC understand first-hand the need for quality internships for students. For this reason, we support House Bill 1215 and its goals to connect talented college students with employers in Maryland to create a direct pathway from college to internships to careers.

To stay competitive with other states, Maryland needs initiatives like the Maryland Internship Opportunities Program that supports interns in the arts, humanities, and sciences with employers in an array of industry sectors and provides programming to help organizations develop strong internship programs. While MCC member institutions provide a broad range of services and support to students, alumni, and employers, we believe an additional, focused program supporting organizations hiring of this kind will increase the number of quality internship positions in the region, get more students engaged with small businesses, nonprofits and government agencies, and support the growth of Maryland's next generation of organizations and innovators. Internships create connections that lead to retention and offer ways for students to get experience before they graduate. In addition, internships give employers an inexpensive way to create a pipeline of future employees and assistance with completing projects and implementing programs. Despite the many benefits of internship programs, many small businesses, nonprofits and government agencies in the state do not have the resources to develop internship programs, which limits opportunities for our students to get involved in meaningful internship positions that could help businesses grow and lead to full-time employment.

One of the basic factors separating students who find it relatively easy to locate well-paying positions upon graduation from those who are underemployed or end up unemployed is whether the students had internships or not.

According to the results of the Class of 2019 Student Survey from the National Association of Colleges and Employers (NACE), “more than half of all graduating seniors who applied for a full-time job—53.2 percent—received at least one job offer. Within this group, 57.5 percent of students who had an internship and 43.7 percent of graduating seniors who did not have internship received a job offer.”

In addition, students who completed at least one internship prior to graduation were significantly more likely to receive multiple job offers for positions after graduation. For those who completed at least one internship, the average student received 1.17 job offers. Meanwhile, those without an internship received 16 percent fewer job offers: an average of only 0.98 per student.

Because we, Maryland Career Consortium (MCC), believe in the need for additional programs to connect students to local internship opportunities, strengthen businesses, create more partnerships between employers and higher education, and help organizations retain talented students in Maryland, we support House Bill 1215.

Kevin Fallon
President, Maryland Career Consortium
Director of Career Services, Salisbury University

Members of the Maryland Career Consortium include:

Coppin State University	Goucher College
Johns Hopkins University	Loyola University Maryland
McDaniel College	Morgan State University
Notre Dame of Maryland	Salisbury University
Stevenson University	Towson University
The Universities at Shady Grove	University of Baltimore
University of MD Eastern Shore	University of MD, Baltimore County
Washington College	