

CAREER CENTER

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March 3, 2021

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

RE: Letter of Support for HB1215
Stance: Support

Madam Chairman, Vice Chair and Members of the Committee,

The Maryland Technology Internship Program (MTIP) is pleased to provide this letter in support of the HB1215. The Maryland Opportunities Program will replicate the successful current MTIP model to move this new initiative forward on behalf of the state of Maryland. In addition, the proposed tax credit would incentivize employers to hire their interns for full time employment. This tax credit would provide another layer of workforce development support.

MTIP provides financial reimbursement to employers across the state of Maryland for their paid, technical internships to keep technical talent in the state post-graduation. MTIP launched in 2018 and has supported more than 600 interns with small and mid-size technical based organizations in Maryland.

- 54 percent of employers reported that MTIP provided the financial incentive to create a new internship program and 75 percent of students indicated that they plan to stay in Maryland post-graduation.

By providing financial incentives to organizations in Maryland, MTIP is strengthening Maryland's workforce.

MTIP and the Maryland Internship Opportunities Program will advance equity in the state by increasing opportunities for paid internships. The National Association of Colleges and Employers (NACE) reports that Women occupy 3 out of 4 unpaid internships. Additionally, majors in fields dominated by women (education, social sciences, humanities, etc.) report the most unpaid internships. The Maryland Internship Opportunities Program will help narrow the gender pay gap by providing students in non-technical fields the opportunity to be paid during their internship experience, thus increasing access to paid internship opportunities available to women in those fields and leading to higher initial wages.



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NACE analyzed data from its 2019 Student Survey Report and found that Black students who represented 6.6 percent of the graduating students, held only 6 percent of paid internships and 7.3 percent of unpaid internships. Hispanic and Latino students in the Class of 2019 were more likely than any other racial group to have had no internship by graduation. According to Kolb's Experiential Learning Theory, Kolb perceives experiential education as a means for helping students make meaning of their classroom experiences and can spark new ideas, to simulate, and to work with practical applications. Students studying in the Humanities, Sciences and the Arts need these experiences just as their peers in technical majors. As we all know, small local organizations, which often rely on interns and volunteers, have been hit especially hard by COVID-19. These funds can lift up these crucial sectors in our region, while helping students gain access to career-building opportunities.

MTIP fully supports this workforce development initiative to increase opportunities for all students across the region. We commit to administering this program and growing the talent in the state of Maryland.

Christine Routzahn

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Director

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Annie Weinschenk

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Maryland Technology Internship Program