

HB307_MICUA_Fav.pdf

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Position: FAV

Written Support**Senate Education, Health, and Environmental Affairs Committee*****House Bill 307 (Rosenberg) - Maryland Technology Internship Program -
Qualifications for Participation - Alterations*****Sara C. Fidler, President**sfidler@micua.org**March 18, 2021**

On behalf of Maryland's independent colleges and universities and the 65,600 students we serve, thank you for the opportunity to provide written testimony to support ***House Bill 307 (Rosenberg) Maryland Technology Internship Program - Qualifications for Participation - Alterations***. This bill expands the current definition of eligible "technology-based businesses" for students who participate in the Maryland Technology Internship Program (MTIP). Nonprofit organizations exempt from taxation under §501(c)(3) of the Internal Revenue Code could now become eligible internships sites, joining Maryland businesses, corporations, and branches of State and local government. This bill also expands MTIP's participation criteria to include students with a 2.5-2.99 GPA. These students are currently ineligible for the program due to a 3.0 GPA cut-off.

Programs such as MTIP help the State recruit, develop, and retain top talent in the STEM (science, technology, engineering, and math) fields. In particular, MTIP incentivizes Maryland businesses and related organizations to invest in the education and preparation of the technical workforce and potentially build a pipeline for future employees. HB 307 opens doors to a more diverse range of internship site placements, providing students with exposure to an even greater number of technical and creative opportunities in organizations across the State—large and small, public and private. Further, internships are formative experiences for college students in their career exploration, professional development, and knowledge and skills development. Many students must work while attending college and would be unable to take an unpaid internship. MTIP internships are attractive options for students and can be important vehicles for financial support and persistence to graduation.

We appreciate Delegate Sandy Rosenberg's vision for MTIP, the General Assembly's ongoing support for the program, and the statewide coordination for the initiative provided by the University of Maryland, Baltimore County. MICUA students have benefited and will continue to benefit from these investments, as they graduate from our institutions and join the State's talent pipeline in technical and other STEM fields.

For these reasons, MICUA urges a favorable Committee report for HB 307.

HB 307_Maryland Tech Internship Program_Qualificat

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MARYLAND
Chamber of Commerce

LEGISLATIVE POSITION:

Favorable

House Bill 307

**Maryland Technology Internship Program -- Qualifications for Participation-Alterations
Senate Education, Health, and Environmental Affairs Committee**

Thursday, March 18, 2021

Dear Chairman Pinsky and Members of the Committee:

Founded in 1968, the Maryland Chamber of Commerce is the leading voice for business in Maryland. We are a statewide coalition of more than 5,000 members and federated partners, and we work to develop and promote strong public policy that ensures sustained economic recovery and growth for Maryland businesses, employees, and families. Part of that work includes support for sustainable solutions that drive Maryland's future economy, including education, talent pipeline, innovation, and economic diversity.

House Bill 307 would alter the cumulative grade point average (GPA) requirement, from 3.0 to 2.0, that participants of the Maryland Technology Internship Program must maintain or have maintained in the past academic year to qualify for participation.

The Maryland Technology Internship Program is a critical component of a greater effort to ensure that Maryland cultivates a competitive workforce that is armed with the skills necessary to participate in the economy of the future. Although the program has proven its success, the shortage of qualified applicants threatens its long-term sustainability.

Many talented students miss out on this opportunity because the current GPA requirements. However, GPA is not an all-encompassing measurement of an individual's skills and/or knowledge. We believe that the current GPA requirement for the program is arbitrary, and that reducing it is necessary to sustain this worthwhile program.

The Maryland Chamber of Commerce supports any effort to establish or maintain a robust talent pipeline. The Chamber also supports any effort to expand economic diversity and inclusion. If passed, this bill would expand internship opportunities for a broader cross-section of Maryland students and ensure the long-term viability for the Maryland Technology Internship Program, a crucial component of building the next-generation workforce.

For these reasons, the Maryland Chamber of Commerce respectfully requests a **Favorable Report** on HB 307.

MDCHAMBER.ORG

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MTIP _ HB307 Draft Testimony for EHEA Hearing.pdf

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SAMUEL I. "SANDY" ROSENBERG
Legislative District 41
Baltimore City

Health and Government Operations
Committee

Chair

Government Operations and
Health Facilities Subcommittee

House Chair

Joint Committee on Administrative,
Executive, and Legislative Review



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ANNAPOLIS, MARYLAND 21401

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Testimony of Delegate Samuel I. Rosenberg

Before the Senate Education, Health, and Environmental Affairs Committee

In Support of

House Bill 307

Maryland Technology Internship Program - Qualifications for Participation - Alterations

"My advice for young people is, study what you love and intern in what you want to do."

*-Eva Chen
Director, Instagram*

Whatever your aspiration, an internship can be a vital first step on your chosen career path.

The University of Maryland, Baltimore County (UMBC) operates the Maryland Technology Internship Program (MTIP), which helps Maryland retain top tech talent by increasing the number of paid technical internships offered in the state. On average, MTIP provides funding for 150-180 internships each year.

Too often, however, UMBC is forced to turn away talented applicants because their GPAs don't meet the 3.0 statutory requirement. Technology titans such as Bill Gates and Steve Jobs, neither of whom earned high grades, are exemplars of this contradiction.¹ Furthermore, STEM students tend to have lower GPAs than students from other disciplines², and roughly 10% of MTIP applicants in 2019 possessed a GPA of lower than 3.0 and were rejected from the program because of it.

As a result, the 3.0 GPA requirement creates barriers for numerous innovative Maryland organizations looking to improve their workforce by having interns. By lowering the GPA

¹ Ilya Pozin, *Why Many "C" Students End Up Most Successful*, INC. MAGAZINE, April 16, 2016, <https://www.inc.com/ilya-pozin/why-many-students-with-bad-grades-end-up-successful.html>.

² Kevin Rask, "Attrition in STEM Fields at a Liberal Arts College: The Importance of Grades and Pre-Collegiate Preferences", *Digital Commons*, Cornell University's ILR School, March 2010.

requirement from 3.0 to 2.5, House Bill 307 would expand MTIP's applicant pool and, thus, better ensure that all qualified candidates are being considered.

In addition to lowering the GPA requirement, House Bill 307 would expand the definition of "technology-based business" to include non-profit organizations as eligible MTIP employers. Under existing law, MTIP provides funding for for-profit organizations, as well as state and local agencies. However, it does not make sense to exclude non-profits, organizations which would most need funding assistance in order to employ interns.

STEM students passionate about service learning that benefits others should not be unable to partake in career-forwarding internships simply because that career is with a non-profit organization. House Bill 307 would rectify this incongruity.

Finally, the Baltimore Collegetown Network (BCN), a non-profit organization whose mission is to "attract, engage, and retain students, raise the profile of Baltimore as a college destination, and help colleges share resources," surveys its 160,000 students every three years.³ According to BCN's 2018 survey, only 36% of BCN students responded "definitely likely" in response to the question, "*How likely are you to stay in Baltimore after you graduate?*" Additionally, students report access to a job after graduation as the number one factor that will determine whether or not they stay.

By lowering the GPA requirement from 3.0 to 2.5 and expanding the definition of "technology-based business" to include non-profit organizations, House Bill 307 would provide more diverse internship opportunities to the most qualified candidates and, thus, provide a boon to the Maryland business community by keeping the best Baltimore graduates in Maryland.

I respectfully urge the Committee to give House Bill 307 a favorable report.

³ <https://baltimorecollegetown.org/about-us/our-organization/index.html>

HB307 Christine Routzahn Letter of Support.pdf

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Position: FAV



CAREER CENTER

University of Maryland, Baltimore County
201 Math/Psychology Building
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March 15, 2021

Members of the House Appropriations Committee
House Office Building Room 121
6 Bladen Street,
Annapolis, MD 21401

Re: Letter of Support for House Bill 307 Maryland Technology Internship Program (MTIP)

Stance: Support

Madam Chairman and Members of the Committee,

The Maryland Technology Internship Program (MTIP) helps Maryland retain top talent by increasing the number of paid technical internships offered by employers in the state.

MTIP officially launched in August 2018 and offers financial assistance to technology-based businesses, as well as state and local agencies, to hire more interns. To date, MTIP has funded over 600 internships, within nearly 150 unique organizations representing a wide range of tech industries including cyber security, advanced manufacturing, bio-tech and artificial intelligence to name a few.

This is a great start, however, we can and need to increase this number across sectors to recruit our next generation of technology talent. I am writing today to offer my support for HB307 to expand the program to nonprofits and lower the GPA threshold for students to be more inclusive.

Nonprofit organizations have a need for technical talent in fields such as web development, data science, graphic design, and social media. As technology has merged with all industries, nonprofit organizations are no exception. By including non-profit organizations in MTIP, a student who has strong technical skills would have the opportunity to make an impact and move a nonprofit organization's mission and work forward.

This expansion is important to nonprofits as they face several recruiting challenges for technical talent. Many nonprofits lack the recruiting infrastructure needed to support campus hiring and the budget to provide hourly salaries offered by private companies. Their industry competitors have robust recruiting budgets and presence on campuses which puts nonprofits at a disadvantage. This MTIP expansion will provide nonprofits with match intern funding to support the growth of their technical talent pipeline.



CAREER CENTER

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Through this program we also work to create an inclusive environment that supports all of our technical students and industries in Maryland. The current GPA requirement presents an equity issue as one bad semester can affect a student's opportunity to get an internship. These high-level technical courses can be incredibly difficult for students.

This expansion continues to lift recruiting barriers for organizations and students and allows a true pathway to hire and retain technical talent for the state of Maryland. Please support HB307.

Sincerely,

Christine Routzahn

Christine Routzahn
Director, UMBC Career Center
Maryland Technology Internship Program

Collegetown Letter of Support HB307 2021.docx (1).

Uploaded by: Weinschenk, Annie

Position: FAV



January 14, 2021

Kirsten Brinlee
Executive Director

**BALTIMORE
COLLEGETOWN
NETWORK**

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COLLEGE MEMBERS

Community College
of Baltimore County
Coppin State University
Goucher College
Johns Hopkins University
Loyola University Maryland
Maryland Institute
College of Art
Morgan State University
Notre Dame of Maryland
University
Stevenson University
Towson University
University of Baltimore
University of Maryland,
Baltimore
University of Maryland,
Baltimore County
University of Maryland,
College Park

AFFILIATE MEMBERS

Baltimore City
Baltimore County

The Honorable Maggie McIntosh and
The Honorable Mark S. Chang
Members of the House Appropriations Committee
House Office Building Room 121

6 Bladen Street,

Annapolis, MD 21401

Re: Letter of Support for House Bill 307 Maryland Technology Internship Program (MTIP)

Dear Chairperson McIntosh, Vice Chairperson and Esteemed Committee Members,

On behalf of the 14 member campuses of the Baltimore Collegetown Network, thank you for the opportunity to support House Bill 307, which expands the Maryland Technology Internship Program to include nonprofit organizations as beneficiaries of this important state resource. We need **direct pathways for nonprofits** to recruit student interns with strong technical skills in our data-driven, innovation-focused world.

The Maryland Technology Internship Program (MTIP) connects talented college students with leading tech sector and start-up companies in Maryland by creating a direct pathway from college to internship to future career. It is no surprise to members of this committee that data and technology are the leading drivers of change and innovation across all industries, including nonprofit organizations. The program, which launched in the fall of 2018, has placed high-achieving students in internships and thus has increased the number of quality internship positions in the region, engaged students in the start-up community, and supported the growth of Maryland's next generation of innovators.

The Baltimore Collegetown Network includes 160,000 students. Every three years we conduct a survey of those college students, which includes the question, "*How likely are you to stay in Baltimore after you graduate?*" In the 2018 results, only 36% of students responded they were "definitely likely" to stay after graduation, which indicates there is significant work to be done to shift attitudes of prospective future Marylanders.

Additionally, students report access to a job after graduation as the number one factor that will determine whether or not they stay. The link between internships and future full-time employment is undeniable.

HB 307 will expand MTIP to include nonprofit organizations, which need interns who can support growing technology challenges. This expansion will continue to positively impact communities across the state of Maryland and attract career-focused Generation Z college students to Maryland higher education institutions. Through this bill, we can ensure that students from all backgrounds and educational disciplines have the opportunity to be exposed to organizations, ideas, and technologies that will help them build their future careers right here in Maryland.

Thank you for considering my testimony in favor of House Bill 307..

www.BaltimoreCollegetown.org

HB307 Letter of Support.pdf

Uploaded by: Weinschenk, Annie

Position: FAV

MARYLAND TECHNOLOGY INTERNSHIP PROGRAM

January 14, 2021
Members of the House Appropriations Committee
House Office Building Room 121
6 Bladen Street,
Annapolis, MD 21401

Re: Letter of Support for House Bill 307 Maryland Technology Internship Program (MTIP)

Stance: Support

Madam Chairman and Members of the Committee,

The Maryland Technology Internship Program (MTIP) helps Maryland retain top talent by increasing the number of paid technical internships offered by employers in the state. MTIP officially launched in August 2018 and offers financial assistance to technology-based businesses, as well as state and local agencies, to hire more interns. Administered by UMBC and funded by the State of Maryland, the program aims to educate and encourage Maryland students to stay in the state of Maryland post-graduation and increase the awareness of technical employment opportunities in Maryland.

To date, MTIP has funded 600 internships, within 146 unique organizations representing a wide range of tech industries like cyber security, advanced manufacturing, bio-tech and artificial intelligence to name a few. I am writing today to offer my support for HB307.

Through this program we work to create an inclusive environment that supports all of our technical students and industries in Maryland. The current GPA requirement presents an equity issue as one bad grade can affect a student's ability to get an internship. These high level technical courses can be incredibly difficult for students.

Nonprofit organizations have a need for technical talent as well. Organizations have shared there is a need for interns who possess skills in technical fields such as web developers, graphic designers and social media interns. As technology has merged with all industries, nonprofit organizations are no exception. By including non-profit organizations in MTIP, a student who has strong technical skills would have the opportunity to make an impact and move a non profit organization's mission forward.

This expansion lifts the recruiting barriers for organizations and allows a true pathway to hire and retain technical talent for the state of Maryland. Please support HB307.

Sincerely,

Annie Weinschenk
Assistant Director

Maryland Technology Internship Program

HB307 Support.pdf

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Position: FAV

PERCIVAL

**8517 Old Frederick Road
Ellicott City, MD 21043
443-420-7002**



January 14 2021

Re: MD HB 307
Stance - SUPPORT

To whom it may concern,

I am writing to express my support for HB 307. At Percival, we strive to hire the very best talent to join our team. This involves, among other things, rigorous interviews and referral verification. We rely on the MTIP program to enable our company to afford to hire additional employees which without the MTIP program we would not be able to afford. Our MTIP interns are among the very best employees in our company.

By lowering the GPA minimum from 3.0 to 2.5, Percival can be better guarded against a scenario where one of our MTIP programs dips below 3.0 during a semester. In this scenario, my company would have hired an intern with the expectation to receive MTIP support but would lose out on the MTIP benefits. By better protecting my company from this scenario, HB 307 will enhance our participation in the program and support our desire to hire additional interns.

Thank you,

Sam Ely

President, Percival Inc.

8517 Old Frederick Rd

Ellicott City, MD 21043

443-420-7002

sam.ely@percivaleng.com

Jameka Wiggins Testimony .pdf

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Position: FAV

Testimony in Support of House Bill 307- Maryland Technology Internship Program

Name: Jameka C. Wiggins

School: University of Maryland, Baltimore County (UMBC)

Major: Engineering, Member of the Center for Women in Technology (CWIT) Scholar Program

Address: 2104 Brewton Street District Heights, Maryland 20747

Contact: jameka2@umbc.edu / (301)-613-9111

Madam Chairman and Members of the Committee:

My name is Jameka Wiggins I am a junior at the University of Maryland Baltimore County studying Engineering. I am a member of the Center for Women in Technology (CWIT) Scholar Program and have a passion for service learning experiences. I have worked as a manufacturing specialist for 2 life science small businesses located at the BWtech. Through those experiences, I operated 3D printers and complimenting software, performed quality assurance for consumer products and worked on labeling and product information to ensure standards and compliance. I built 3D models which is the hands on experience I could only get in an internship site. I have participated in MTIP for 2 semesters. Today, I am here to express my support for House Bill 307 which helps to grow the technical internship opportunities in the state of Maryland.

Originally from Maryland, I know that opening this program to students with a lower GPA would allow more access and equity to students across the state. I had times throughout my academic career where my GPA went below a 3.0 and if employers did not give me a chance, I would not be on the career path I am today. Allowing these students to participate in MTIP would enhance the quality of full time employees post graduation. I am passionate about service learning and the inclusion of nonprofits in the program as I know nonprofit organizations need

technical talent just as for profit organizations. Both of these changes would improve MTIP and workforce development in Maryland. I urge you to consider these alterations to House Bill 307.

Thank you for your time.

Niky Sicilia Testimony .docx.pdf

Uploaded by: Weinschenk, Annie

Position: FAV

Testimony in Support of House Bill 307- Maryland Technology Internship Program

Name: Nikolas Sicilia

School: University of Maryland, Baltimore County (UMBC)

Major: Business Technology Administration and Entrepreneurship & Innovation

Address: 10128 Bell Inn Lane, Ellicott City MD, 21042

Contact: nsicil1@umbc.edu / 443-610-8049

Madam Chairman and Members of the Committee:

My name is Nikolas Sicilia I am a junior at the University of Maryland Baltimore County studying Business Technology Administration and Entrepreneurship & Innovation. Because of MTIP, I was able to obtain a fall internship with ITNova which is a small, woman owned IT Consulting Firm. I run my own start up and hope to be the CEO of my own startup upon graduation. I am here today to express my support for House Bill 307 which not only allows students to gain experience in the IT field but also create more, accessible opportunities. Internships allow students to network, gain hands-on “real world” skills, create relationships with mentors, and explore different areas in the vast field of Technology.

Originally from Ellicott City, Maryland, I transferred from a 2 year school to UMBC. Transferring presented me with a learning curve, I had to learn how to manage a busy school schedule and demanding coursework. I know that opening this program to students with a lower GPA would improve the program and allow different types of students to participate. Many of my peers struggle between a 2.8 and 3.0 GPA and this range is common amongst students studying technical coursework.

The inclusion of nonprofit organizations would be positive to the program as well. I served as an intern in the public defender's office and know first hand the difficulty nonprofits and public organizations struggle with resources. Technology needs are in every industry and

allowing nonprofits to access MTIP funding would greatly improve Maryland communities. I urge you to consider lowering the GPA requirement from 3.0 to 2.5 and to include nonprofit organizations in the program. These changes will only increase the talent in the program and expose students to more hands on experience which will make them more engaged employees as they enter the workforce in Maryland. Thank you for your time.

PoP MTIP Testimony.pdf

Uploaded by: Weinschenk, Annie

Position: FAV



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WWW.PARTSOFPEACE.ORG

Mariah Pratt Bonkowski
5011 Arbutus Ave,
Baltimore, MD 21215
Parts of Peace
Executive Director

Date of Testimony : January 14, 2021

House Bill 307 - Maryland Technology Internship Program Stance: Support

To whom it may concern,

I would like to testify in support of House Bill 307 - Maryland Technology Internship Program. As the Executive Director of Parts of Peace, a nonprofit committed to providing access to resources for vulnerable families; I see interns as truly valuable assets in the workplace. As a start-up organization with a limited budget, we rely heavily on skilled volunteers and college interns to provide services to an average of 112 households each month.

We have been blessed to have worked with interns that have a passion for social justice and a commitment to making Baltimore a city in which all families have the resources they need to thrive. Last year our organization was privileged to have been contacted by two undergraduate students seeking an internship experience with our organization. At the time we did not have a formal internship program but were willing to give them a try. Our interns provided input and supported the development of our Strategic Plan, offering insight into their own experiences and ideas for service delivery. Curious and open-minded, they presented fresh and innovative solutions to pressing social issues faced by low-income families in Baltimore. From client intake, to data entry for inventory to case management; our interns have supported our work in many ways.

As an organization, we also worked to contribute as much to our interns as they did our organization. From one-on-one professional mentoring, support with cover letters and resumes, networking with industry colleagues and attendance at local industry conferences, our interns were able to gain professional development and real world experience.

An addition to having the privilege of working with such amazing interns in the last year, I often reflect on how my own personal experiences as an intern have lead me to start a nonprofit organization that provides support services to vulnerable families that are otherwise without critical basic necessities. The internships that I participated in gave me the skills, confidence, knowledge and support needed to develop into a competent nonprofit professional and social innovator.

Internships give promising college students an opportunity to explore, to learn, to grow and most importantly; to challenge themselves. The next generation of professionals yearn to contribute their unique gifts, ideas, skills and insights; the Maryland Technology Internship Program ensures that the next generation has the opportunity to do so.

Yours Sincerely,

A handwritten signature in black ink, appearing to read "M. Bonkowski". The signature is fluid and cursive, with a large initial "M" and a stylized "B".

Mariah Pratt Bonkowski

Executive Director