

HB0255 - 2.1.22-- Maryland Internship Oppurtunitie

Uploaded by: Donald Fry

Position: FAV



POSITION STATEMENT

TESTIMONY PRESENTED TO THE HOUSE APPROPRIATIONS COMMITTEE

**HOUSE BILL 255 – MARYLAND INTERNSHIP OPPORTUNITIES PROGRAM - CREATION AND
INCOME TAX CREDIT**

Delegate Samuel Rosenberg

February 1, 2022

DONALD C. FRY

PRESIDENT & CEO

GREATER BALTIMORE COMMITTEE

Position: Support

House Bill 255 establishes the Maryland Internship Opportunities Program to provide students with internship opportunities with humanities-based businesses. Money awarded under the program may be used to reimburse a humanities-based business or unit of State or local government up to 50% of a stipend paid to an intern, but no more than \$4,200 each year for each intern. The bill also creates an income tax credit for a Maryland business that employs an eligible intern as a full time employee within six months of the individual's graduation. The amount of the credit may not exceed \$4,200 annually.

Creating and nurturing a strong workforce is one of the Greater Baltimore Committee's most important priorities. Without a strong workforce, Maryland's economy cannot innovate, grow, and create jobs. To develop and improve Maryland's workforce, there is a need for early career training and learning opportunities. House Bill 255 addresses this important need by opening new pathways for Maryland's college and university students to work in a humanities-based business or unit of State or local government prior to graduation. This bill encourages innovative solutions to expand opportunities for employment or workplace-based experiences for Maryland's future workforce.

House Bill 255 specifically states that the tax credit is intended for Maryland employers who would not have hired an intern without a tax credit. The GBC maintains that an incentive for businesses to hire interns is worth the investment and will have the desired outcome of urging employers to utilize interns as part of their workforce development strategy.

Another positive result of this program may be to persuade more graduates of Maryland's higher education system to remain in the State after participating in a local internship rather than seek employment elsewhere. It is important that Maryland's best students be given every opportunity to live and work in the State, especially in high-demand and competitive job sectors.

This bill is consistent with one of the key tenets in *Gaining the Competitive Edge: Keys to Economic Growth and Job Creation in Maryland*, a report published by the GBC that identifies eight core pillars for a competitive business environment and job growth. The pillar provides:

Workforce that is highly-educated and meets Maryland's business needs. Maryland's secondary and higher education institutions must offer access to quality instruction at all levels and cultivate a workforce that is well-suited to a modern economy and to the specific needs of Maryland's business sectors.

GREATER BALTIMORE COMMITTEE

111 South Calvert Street • Suite 1700 • Baltimore, Maryland • 21202-6180

(410) 727-2820 • www.gbc.org

For these reasons, the Greater Baltimore Committee urges a favorable report on House Bill 255.

The Greater Baltimore Committee (GBC) is a non-partisan, independent, regional business advocacy organization comprised of hundreds of businesses -- large, medium and small -- educational institutions, nonprofit organizations and foundations located in Anne Arundel, Baltimore, Carroll, Harford, and Howard counties as well as Baltimore City. The GBC is a 67-year-old, private-sector membership organization with a rich legacy of working with government to find solutions to problems that negatively affect our competitiveness and viability.

Planit - Support for HB0255.pdf

Uploaded by: Holly Schmittle

Position: FAV



January 28, 2022

Maggie McIntosh, Chair
Mark S. Chang, Vice-Chair
House Office Building, Room 121
6 Bladen St., Annapolis, MD 21401

Re: Letter of Support for House Bill 255
Stance: Support

Madam Chairman, Vice Chair and Members of the Committee,

On behalf of Planit Advertising, Inc., thank you for the opportunity to support House Bill 255, which expands the Maryland Technology Internship Program (MTIP) scholarship opportunities and creates the Maryland Internship Opportunities Program (MIOP). We need direct pathways to recruit student interns and remain innovative in our ever-changing industry.

Planit is a small-to-medium size full service digital advertising agency. Planit was founded 27 years ago by local Baltimoreans. We do a lot of work in the community, and maintain a balance of clients both locally and nationally. In order to thrive and continue to give back to our community, we need the most innovative and diverse group of students possible. The MIOP would unlock access and the potential of our local talent pool.

Our industry has a growing need for students with non-technical majors such as public policy, psychology and the arts. We regularly hire designers, writers, strategists and public relations employees. In the past, the MTIP grant has supported more technical roles and enabled us to hire students who would otherwise be unable to take an unpaid internship, and we've been able to spread our internship support dollars further internally to increase the number and quality of paid internships. We want to do the same for non-technically-focused opportunities.

We also wholeheartedly agree with our local HBCUs and networks that we must pay our interns to ensure opportunities are attainable for all students. While we work to strengthen our relationships, the funding support must also be available to ensure we can offer as many paid internships as possible, and to continue to balance internal pressures to maintain a high-quality learning experience.

We want to continue providing a meaningful and top-notch program for Planit interns, to both improve their learning through real experience and to encourage the chances of them staying in Baltimore and improving our community's future. These students are truly the next generation of innovators. UMBC has been a phenomenal partner to date, and under UMBC's leadership, this new program for humanities-based businesses will offer more internship options to students who want to launch their life in Maryland after graduation. Please support HB255.

Sincerely,

Holly Schmittle
Director of Human Resources

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Oral Testimony HB255.pdf

Uploaded by: Ilsa Mir

Position: FAV

Good afternoon Madam Chairperson and members of the committee.

My name is Ilsa Mir and I am a recent graduate from UMBC with a Bachelor of Arts in Political Science. The idea of pursuing law has been embedded in my memory since childhood after many spirited family discussions left me triumphant in my points of view. Thankfully, with the support of my undergraduate institution, I am in the process of applying to law schools to join the class of 2025. To prepare myself to be a competitive applicant and a successful student meant taking every opportunity to challenge myself academically. Even so, I knew that the only way to immerse myself in the course material and familiarize myself with the legal world meant adopting a hands-on approach in the form of an internship.

The summer of my freshmen year, I heard about The Washington Center, a ten week program housed in D.C, accompanied by a career development course. I could not contain my excitement. As a commuter student, an opportunity to live in the Capitol for the summer was a dream come true. With the help of their counselors, I was matched for a legal internship at Mil Mujeres Legal Services, where I would spend the summer collecting documentation for u-visa applications. I reviewed countless files of women in particular who were victims of domestic violence and seeking asylum in the United States. This experience erased any doubts that I had about a legal career. It taught me what I now hold to be true– that advocacy needs to be rooted in both compassion and research in order for our judicial system to fulfill its debt to victims– and that I want to spend my life doing this work.

Being a humanities major, I knew entering the program that the chances of securing a paid internship were slim. I was not prepared however for the full costs of my experience. I paid about three thousand dollars out of pocket for about 320 hours of unpaid work. This was after receiving about \$9500 in scholarship and \$1500 from UMBC's Internship Service fund. Prior to securing the internship stipend from UMBC, I had already declined the offer from The Washington Center, citing the inability to sustain an unpaid internship as a freshman in college. Had it not been for third-party support, I would have been deprived of an opportunity that transformed my future career aspirations. As revolutionary as the experience was, I did not have the means to continue the program the following summer. Instead, I traded in relevant experience with three on-campus jobs that would allow me to save for law school. This is the unfortunate reality for many college students, especially those pursuing humanities majors. It creates a crippling discrepancy between technical majors and non-technical majors, further exacerbating the idea that the former is more important, more worthy of recognition, and more in need of our support. All students, regardless of their major, would benefit greatly from the Maryland Internship Opportunities Program, HB0255. It would allow us to strengthen the Maryland workforce and create positive change in our students. I urge you to vote favorable for HB255.

Testimony HB255_Rosenberg.pdf

Uploaded by: Jennifer Sutton

Position: FAV

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



THE MARYLAND HOUSE OF DELEGATES
ANNAPOLIS, MARYLAND 21401

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Testimony of Delegate Samuel I. Rosenberg

Before the House Appropriations Committee

In Support Of

House Bill 255

Internship Programs – Alteration, Creation, and Income Tax Credit

Madam Chairwoman of the Committee:

“It used to be if you had a degree, you had a job... Suddenly, degrees aren’t worth anything... because you need an MA where the previous job required a BA, and now you need a PhD for the other.” -Sir Ken Robinson

An October 2020 Pew survey found 2020 college graduates were 9% less likely to find a job than their colleagues who graduated a year ahead of them.^[1] Additionally, 2020 graduates were 11% less likely to be participating in the workforce than 2008 graduates who had graduated in the heart of the Great Recession. With entry into the workforce becoming more competitive, more is needed for underprivileged Americans than simply tuition money.

A 2018 survey of over 95,000 job postings alleging to seek full-time “entry-level” employees found that 61% asked for at least three years of experience.^[2] According to the National Association of Colleges and Employers (NACE) 2012 Internship & Co-op Survey, 60% of college graduates who had completed a paid internship received job offers, while only 36% of graduates who had not interned received job offers.^[3] Many college students have to work part or even full-time jobs to afford the cost of being a student, which does not allow them to take on unpaid internships.

This body has long recognized the importance of internships and the investment in education. In 1987 the Governor’s Summer Internship Program was created to create opportunities and training for students interested in a career in public service. In 2014, HB 1317 passed unanimously, creating the Maryland Technology Internship Program. Four years later, that program was expanded, again unanimously. House Bill 255 builds on those programs and bring attention to an often overlooked sector of education.

In his book “In Defense of a Liberal Arts Education,” Fared Zakaria writes “In the 1950s and 1960s... students saw college as more than a glorified trade school.” Lower and middle-class students,

and students from immigrant families “enthusiastically embraced the liberal arts” not only as preparation for a job but also preparation to assimilate with white collar American culture.^[4] As the price of education has gone up, humanities studies have been in decline. In 1971 “Liberal Arts, General Studies and Humanities” represented 9% of degrees awarded in America. In 2019 that number had plummeted to 2%.^[4] During that same period Business degrees have swelled from 13% to 20%, and health related degrees expanded from 3% to 13%.

Charities, community engagement groups, and other NGOs that provide invaluable services to the community very often lack the resources to hire adequate staff. Organizations such as Art with a Heart, ACLU, United Way, Baltimore Corps and so many more need interns to establish strong workforce pipelines to grow their strategic goals and initiatives and move their mission forward.

House Bill 255 will encourage students to pursue studies that help them grow as people rather than view college as a glorified trade school, help community-oriented students earn valuable experience, and help community groups and non-profits find the workers and resources to continue to carry out their missions. HB 255 expands the opportunities created under the Maryland Technology Internship Program to more community-oriented businesses, while also increasing the maximum annual reimbursement for stipends to be paid to each intern. Additionally, it would establish the Maryland Internship Opportunities Program, which would:

- (1) Connect college and university students, recent graduates, and veterans with small, liberal arts-based organizations through internships;
- (2) Encourage high-achieving students at institutions of higher education in Maryland to remain in the State after graduation;
- (3) Increase student understanding of employment opportunities in the State;
- (4) Create connections between students and community business leaders and entrepreneurs and develop opportunities for student involvement in communities;
- (5) Assist small humanities-based organizations in developing internship programs and recruiting future employees; and
- (6) Foster business retention and development, job creation, workforce development, and new investment in the State.

This bill also sets out how the University of Maryland Baltimore County would carry out this program, as well as the qualifications to be accepted into the program and forms of financial aid it would provide.

To make education more accessible to people who have been negatively affected by the pandemic, a student enrolled at a public or private nonprofit institution of higher education in the State who possesses a certificate of approval from the Maryland Higher Education Commission would only need to maintain a cumulative 2.5 grade point average on a 4.0 scale each academic year. Lastly, of note, the program would provide tax credits for enrolled employers of up to \$4,200 for each eligible intern as compensation for helping assist the State’s efforts to provide this training to our students.

I urge the Committee to act favorably on House Bill 255.

January 28, 2022

Collegetown Letter of Support for HB255 2022.pdf

Uploaded by: Kirsten Brinlee

Position: FAV



BALTIMORE

COLLEGETOWN

NETWORK

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BaltimoreCollegetown.org

January 28, 2022
Maggie McIntosh, Chair
Mark S. Chang, Vice-Chair
House Office Building, Room 121
6 Bladen St., Annapolis, MD 21401

Re: Letter of Support for House Bill 255
Stance: Support

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

UMBC

AFFILIATE MEMBERS

Baltimore City

Baltimore County

Baltimore Development

Corporation

Maryland Transit Administration

Visit Baltimore

Madam Chairman, Vice Chair and Members of the Committee,

On behalf of the members of the Baltimore Collegetown Network, thank you for the opportunity to support House Bill 255, which creates the Maryland Internship Opportunities Program (MIOP). We need **direct pathways for humanities-based businesses** to recruit student interns with strong skills in our innovation-focused world.

The MIOP is modeled after the very successful Maryland Technology Internship Program (MTIP), which 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. MTIP, 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. Under UMBC's leadership, this new program for humanities-based businesses will link students to employers through internships. By creating the Maryland Internship Opportunities Program, Maryland will be able to offer more competitive internship options to students who want to launch their life in Maryland after graduation

The Baltimore Collegetown Network includes 120,000 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. 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.** In the last five years, Baltimore Collegetown institutions have conferred over 10,000 business and humanities degrees. Maryland has the local talent from colleges and universities, and MIOP is the vehicle to retain talent through internships.

HB255 expands access to experiential learning opportunities for students across the state of Maryland attracts career-focused Generation Z college students. It provides a true pathway to hire and retain the next generation of talent for the state of Maryland. Please support HB255.

Kindest regards,

A handwritten signature in black ink that reads "Kirsten Brinlee".

Kirsten Brinlee, Executive Director
kab@BaltimoreCollegetown.org

Oral Testimony for HB255.pdf

Uploaded by: Kirsten Brinlee

Position: FAV

TESTIMONY FOR HEARING ON HB255

Provide context and background about Baltimore Collegetown

Good afternoon, my name is Kirsten Brinlee and I am the executive director of the Baltimore Collegetown Network, a higher education consortia and non-profit organization that works to attract, engage, and retain students to the region.

I moved to Baltimore in 2012 from Texas and knew very little about my new city and state. Ten years later, one thing I have learned for certain is how important higher education is to the vibrancy and health of Maryland's economy. Our anchor institutions draw incredible talent to the region, and I believe we all play an important role in retaining these college students to invest in our future workforce.

The Baltimore Collegetown Network brings area colleges and universities -- including 120,000 students and \$17 billion in economic activity -- into a consortium that benefits each institution and the region as a whole. We articulate the message that Baltimore is a great college town and create programs that strengthen that claim.

Collegetown began as a grassroots effort in the late 1990s, and received 501c3 status in 2001. Our projects and partnerships attract, engage, and retain students, raise the profile of Baltimore as a college destination, and help colleges share resources. Baltimore Collegetown is funded primarily by member colleges with additional support from area foundations and businesses. It is governed by a board of representatives from each member college, Baltimore City, and Baltimore County, and includes a staff of four people. Collegetown provides an important link between colleges and the community and has a strong record of facilitating successful partnerships and programs over the last 20 years. We are the only organization in the state who coordinates collaborative efforts between public and private colleges and universities, large and small, city and county. Our resources are small and mighty and through collaboration and partnership, we are able to amplify our work including important talent retention efforts.

Please share any workforce development trends in Baltimore and hiring challenges that you can share

Baltimore Collegetown is committed to making sure that the Greater Baltimore region remains an attractive destination for college and we are committed to deepening the connections between colleges and universities in the region. Every three years, our organization conducts an attitudes and perceptions study of students in our network. Results from the 2018 survey indicated that two-thirds of our students have had an internship during their college career, but many high-achieving students complete those internships outside the state of Maryland in desirable, technology-driven economies like Northern California and Austin, Texas.

Our organization helps students find local internships through the internship database. Launched over ten years ago, this database is a one-stop-shop on the Baltimore Collegetown website and shares postings to all member institutions Career Centers. This database allows businesses, government agencies, and nonprofits to post local internships in one place and for students to search for their next internship on one site.

It is one of the most highly trafficked pages on our website, averaging over 70,000 views annually. Research on Generation Z indicates current college students value solving social issues and are looking for ways to connect to organizations who are addressing some of the most challenging issues faced in our modern world. Gen Z also is very focused on financial stability. Their interests in being connected to solving pressing social issues and seeking personal financial stability meet when looking for internships.

I'm here today to recommend the creation of the Maryland Internships Opportunity Program, modeled after the successful Maryland Technology Internships Program.

The Maryland Technology Internship Program (MTIP) already 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. Expanding internship programs to include humanities-based businesses reduces barriers toward the program's ultimate goal of keeping the talent we are already training in Maryland. The student survey that Baltimore Collegetown conducts also 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.

We need **direct pathways for all types of businesses** to recruit student interns with strong technical skills in our data-driven, innovation-focused world. Thank you for your continued service to the state. I believe in Maryland's ability to attract the best and brightest and grow the vibrant technology sector -- which includes businesses who innovate, government agencies who stabilize, and nonprofits who close the gaps and address social inequities. Thank you for considering my testimony in favor of House Bill 255.

HB0255 Testimony (1).pdf

Uploaded by: Latisha Coates-Young

Position: FAV

January 27, 2022

Maggie McIntosh, Chair
Mark S. Chang, Vice-Chair
House Office Building, Room 121
6 Bladen St., Annapolis, MD 21401

Re: Letter of Support for House Bill 255

Stance: Support

Madam Chairman, Vice Chair and Members of the Committee,

I am the executive director of Baltimore Homecoming, a small nonprofit launched in 2017 to build a network of accomplished Baltimoreans from across the U.S. to spark new partnerships, collaborations, investments, and philanthropy. Our work is centered around building relationships with local changemakers, the civic community, and the Baltimore expat community. We are a small organization of 2 full time staff backed by a committed 8-person board doing work typically done by teams staffed by many development professionals. In the last few years, we've hosted several interns who have added immense measurable capacity to our work.

Small local organizations, which often rely on interns and volunteers, have been hit especially hard by COVID-19 and the current economy. As our board asked us to cut non-critical expenses from our 2020-2021 budget, we expended countless staff hours to defend that our intern stipend line item as a critical cost – critical to providing our organization the bandwidth it needs to achieve our mission and critical to make our internship opportunity equitable and accessible to students by removing financial barriers. While budget constraints create challenges with recruiting interns, offering compensation incentivizes student candidates, especially students those in arts & humanities, to pursue enriching non-traditional roles like with startups and social enterprises. HB0255 can help lift these crucial sectors in our region, while helping students gain access to career-building opportunities.

A tax credit could also incentivize employers to retain their entry level talent. The National Association of Colleges and Employers (NACE) shared that employers converted 55.5% of their interns from the Class of 2019 into full-time, entry-level hires. Results from a NACE study of student attitudes, behaviors, and preferences suggest that interns who were satisfied with their internship experience were 5.08 times more likely to accept an offer from their internship employer.

HB0255 expands access to experiential learning opportunities for students and supports organizations across the state of Maryland. It provides a true pathway to hire and retain the next generation of talent for the state of Maryland. Please support HB0255.

Sincerely,

Robbin Lee

Executive Director – Baltimore Homecoming, Inc.
robbin@baltimorehomecoming.com
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HB 255_MDCC_Maryland Internship Opportunities Prog

Uploaded by: Maddy Voytek

Position: FAV



MARYLAND
Chamber of Commerce

LEGISLATIVE POSITION:

Favorable

House Bill 255

Maryland Internship Opportunities Program – Creation and Income Tax Credit

House Ways and Means Committee

Tuesday, February 1, 2022

Dear Chairwoman Atterbeary 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 5,500 members and federated partners working to develop and promote strong public policy that ensures sustained economic recovery and growth for Maryland businesses, employees, and families.

HB 255 establishes the Maryland Internship Opportunities Program which would provide students with internship opportunities with humanities-based businesses and would allow those employing interns within this program a credit against their state income tax.

Small businesses are the backbone of Maryland's economy, and many are struggling not only to recover from the pandemic but also to find qualified talent in this tight labor market. The Maryland Internship Opportunities Program would not only provide tax relief to recovering businesses but also incentivize them to hire interns.

HB 255 provides a modest, but much needed credit for businesses to claim against their State income tax (50% of the stipend not to exceed \$4,200 each year for each intern). By creating this credit, business owners will be further incentivized to hire interns, which benefits both the business and intern by creating a pipeline for talent and giving students much needed hands-on experience.

The Maryland Chamber of Commerce respectfully requests a **favorable report** on HB 255, as it provides both additional tax relief and encourages business owners to expand their talent pool to students still in school.

MDCHAMBER.ORG

60 West Street, Suite 100, Annapolis 21401 | 410-269-0642

HB255_USM_FAV.pdf

Uploaded by: Patrick Hogan

Position: FAV



HOUSE APPROPRIATIONS COMMITTEE

House Bill 255

The Maryland Internship Opportunities Program

February 1, 2022

Favorable

Chair McIntosh, Vice Chair Chang and members of the committee, thank you for the opportunity to share our thoughts regarding House Bill 255.

The Maryland Internship Opportunities Program builds on the success of the Maryland Technology Internship Program, which fosters and supports internships at technology-based businesses in Maryland.

Technology-based businesses are vital to Maryland's economy but cannot continue to move Maryland forward by themselves. Innovative humanities-based businesses, many of which are technology-enabled, are also critical to a robust economy and the high quality of living enjoyed by Marylanders. The University System of Maryland (USM) itself supports more than 110 new startups each year across a wide range of industries, including those related to the humanities. The USM also nurtures talented students across the visual arts, communications, social work, community health, social justice, and more.

In today's workforce and hiring environment, and tomorrow's future of work, we need all types of skilled employees – technical and non-technical. Many of these roles are found at non-profits and in the public sector, where student internships can lead to hiring, but where robust pipelines for talent may not exist. Vacancies within our own Executive Branch in Maryland for professionals and other roles are one example.

Another important feature of HB 255 is the set aside of 50% of the internships for businesses with fewer than 150 employees. This feature benefits students, small companies, and other employers in Maryland. Students interning at small companies receive unparalleled experiential learning. Small companies greatly benefit from onboarding talented students— and in the event that student is not hired full-time— their skill and value as a potential employee is greatly enhanced for other Maryland employers. Small businesses and startup companies do not always have the resources necessary to support internship programs. These firms often do not have full-time HR personnel, may not be able to offer competitive pay, or possess “brand name” recognition with students. They can, however, be wonderful environments in which student interns can learn, thrive, and grow. Students, in turn, can be vital to the growth of their employer and contribute to the development of an innovation-led economy in Maryland.

The proposed Maryland Internship Opportunities Program also helps contribute to efforts focused on diversity, equity, and inclusion. According to the National Association of Credential Evaluations Services (NACES), race, gender, and the parents' education often determine whether a student can obtain a paid versus unpaid internship –contributing to widening disparities in experience gained and compensation earned. The University of Maryland, Baltimore County has a long history of working with employers to responsibly recruit and retain a diverse pool of candidates and is well-

positioned to expand this effort via the Maryland Opportunities program. Too often, students find a business in the community that can provide excellent experience through an internship, but they must take a position elsewhere that offers better compensation. The Maryland Opportunities program would mean more students get placed in paid internships that can ultimately position them for higher paying jobs later in life.

HB 255, through the creation of the Maryland Internship Opportunities Program, will expand access to experiential learning and internship opportunities for students across the state of Maryland. More importantly, it will also provide a true pathway for our students to employment that will enhance their skill level, value to Maryland employers and ultimately, keep them here— driving a robust and diverse economy in the state of Maryland for generations to come.

For these reasons, I respectfully request your favorable report on HB 255.



About the University System of Maryland

The University System of Maryland (USM)—one system made up of 12 institutions, three regional centers, and a central office—awards 8 out of every 10 bachelor’s degrees in the State of Maryland. The USM is governed by a Board of Regents, comprised of 21 members from diverse professional and personal backgrounds. The chancellor, Dr. Jay Perman, oversees and manages the operations of USM. However, each constituent institution is run by its own president who has authority over that university. Each of USM’s 12 institutions has a distinct and unique approach to the mission of educating students and promoting the economic, intellectual, and cultural growth of its surrounding community. These institutions are located throughout the state, from western Maryland to the Eastern Shore, with the flagship campus in the Washington suburbs. The USM includes Historically Black Colleges and Universities, comprehensive institutions, research universities, and the country’s largest public online institution.

USM Office of Government Relations - Patrick Hogan: phogan@usmd.edu

HB 255 MD Internship Prgm FAV_.pdf

Uploaded by: Sara Fidler

Position: FAV

Written Support**House Appropriations and House Ways and Means Committees**
House Bill 255 (Rosenberg) Maryland Internship Opportunities Program –
Creation and Income Tax Credit**Sara C. Fidler, President****sfidler@micua.org****February 1, 2022**

On behalf of Maryland's independent colleges and universities and the 58,000 students we serve, thank you for the opportunity to provide written testimony to support ***House Bill 255 (Rosenberg) Maryland Internship Opportunities Program – Creation and Income Tax Credit***. The bill establishes the Maryland Internship Opportunities Program which will provide students enrolled at public and private nonprofit institutions of higher education with internship opportunities with humanities-based businesses. The bill authorizes participating businesses to claim a credit against the State income tax for the taxable year during which the intern is employed. The Maryland Department of Labor must adopt regulations specifying criteria and procedures for the application for and approval of tax credit certificates.

Programs such as the Maryland Internship Opportunities incentivize Maryland businesses and related organizations to invest in the education and preparation of the humanities workforce and potentially build a pipeline for future employees. HB 255 opens doors to a diverse range of internship site placements, providing students with exposure to humanities and creative opportunities in small organizations across the State. Further, internships are formative experiences for college students and recent graduates 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. Maryland Internship Opportunities Program internships will be attractive options for students and can be important vehicles for financial support and persistence to graduation.

MICUA institutions offer programs in foreign languages, English language and literature, liberal arts and sciences, humanities, social sciences, and history, including bachelor's degrees, post-baccalaureate certificates, master's degrees, and doctoral degrees. Collectively, in the last two years, MICUA institutions awarded over 2500 baccalaureate degrees and almost the same number of graduate degrees and certificates in these disciplines. Our institutions have an 82% undergraduate retention rate, and 87% of first-time full-time freshman who first enroll at a MICUA institution graduate from that same MICUA institution, or a transfer institution within six years.

We appreciate Delegate Rosenberg's vision for the Maryland Internship Opportunities Program, the General Assembly's 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 humanities fields.

If you have any questions or would like additional information, please contact Angela Sherman, Vice President for Academic Affairs, asherma@micua.org.

For these reasons, MICUA urges a favorable Committee report for House Bill 255.