



**Testimony of Ricarra Jones, Political Director of 1199SEIU on
HB 1208 Health Occupations – Health Care Worker Expansion Act**

Position: FAVORABLE

March 29, 2022

Dear Chairman Guy Guzzone and Members of the Budget and Taxation Committee:

1199SEIU Healthcare Workers East is the largest healthcare union in the country with, with over 450,000 members throughout Massachusetts, New York, New Jersey, Maryland, Florida and Washington, D.C. **We fully support HB 1208.**

HB 1208 The Health Care Worker Expansion Act would establish a means to provide certification credit to eligible nursing students for on-the-job training hours, a preceptorship income tax credit for certain experienced nurses, and would also create a stakeholder workgroup tasked with studying ways to expand apprenticeship programs to the health care workforce.

HB 1208 The Health Care Worker Expansion Act would allow students working as temporary nursing assistants while seeking certification to apply on-the-job experience hours towards the total number of training hours required for certification.

This provision of HB 1208 allows students to use on-the-job experience towards certification, allowing them to enter the workforce sooner and with meaningful training experience.

HB 1208 would also establish a Preceptorship Income Tax credit for the benefit of certain licensed and registered nurses who serve without compensation in an approved

Preceptorship Program, and have worked a minimum of 300 hours in community based clinical training in an area of Maryland identified as having a health care workforce shortage. The credit offered is \$1,000 and up to \$10,000 in a taxable year,

Incentivizing experienced nursing professionals to participate in crucial, but unpaid, Preceptorship Programs benefits all Marylanders. Newly hired workers receive immeasurable guidance and leadership from experienced professionals, especially in the demanding and highly-skilled nursing field. Focusing the tax credit on those Preceptorship Programs which benefit underserved areas provides an immediate increase in experienced nurses in those areas, as well as groups of newly trained nurses.

HB 1208 would also establish a stakeholder workgroup to study expanding the State apprenticeship programs to the health care workforce and make recommendations such as which health care fields are best served by introducing apprenticeship programs, and options to provide further incentives to experienced health care practitioners to work with health care apprentices.

For these reasons, we **SUPPORT HB 1208** and ask for a **FAVORABLE** report.

Sincerely,

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Maryland/DC Political Director

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