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March 09, 2022

Maryland General Assembly
Senate Finance Committee
Miller Senate Office Building, 3 East Wing
11 Bladen St., Annapolis, MD 21401

RE: Letter of Support for SB753
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 SB753. MTIP provides financial reimbursement in the form of matching funds to employers across the state of Maryland to increase the number of paid, technical internships and to keep technical talent in the state.

- MTIP launched in 2018 and has financially supported more than 750 interns across the state of Maryland

- 85% of interns are working at small and mid sized organizations

- 92% of interns accepted employment in Maryland after graduation

The leading industry represented in the program is cybersecurity. By providing financial incentives to organizations in Maryland to hire more interns, MTIP is strengthening Maryland's workforce. SB753 will provide an additional $500,000 in funding that will go directly to internship stipends. The Cybersecurity Workforce Accelerator legislation will advance the state's top priorities of education, discovery and innovation, workforce development and economic growth. Last year, the USM awarded nearly 44,000 degrees, almost 40 percent of them in STEM and 80 percent of those individuals in state students. Eight Students often stay in Maryland following graduation, contributing their wealth to our economy and their service to our communities.

This funding will advance equity in the state by increasing opportunities for paid internships. Paid internships provide key advantages for students seeking their first post-college position. Results from the National Association of Colleges and Employers (NACE's Student Survey) consistently found that paid interns receive more job offers than unpaid interns and more than those who haven't engaged in an internship. Continued research suggests that paid internships are disproportionately dispersed among the student population and that historically marginalized groups are underrepresented in paid internships, overrepresented in unpaid internships, and more likely to have not participated in any internship.

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In fact, NACE analysis revealed that a larger portion of paid internships—the internships offering the best head start into a career—went to white students, male students, and non-first-generation college students. By providing students with paid, hands on experience at cyber firms in Maryland qualified students are more likely to stay in Maryland and help bridge the workforce gap in cyber security. 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.

MTIP fully supports The Cybersecurity Workforce Accelerator legislation to increase opportunities for all students across the region. We commit to continuing to administer MTI and growing the talent in the state of Maryland.

Christine Routzahn

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