



MARYLAND DEVELOPMENTAL DISABILITIES COALITION

Dedicated to the rights and quality of life for people with developmental disabilities in Maryland

Senate Finance Committee

January 27, 2022

SB 66: Labor and Employment - Hiring - Education Requirements (Give Me A Chance - Job Opportunities Act of 2022)

Letter of Information

The Maryland Developmental Disabilities Coalition (DD Coalition) is comprised of five statewide organizations that are committed to improving the opportunities and outcomes for Marylanders with intellectual and developmental disabilities (IDD).

The stated intent of SB 66 is to prohibit an employer from using a lack of achievement of a certain level of education in employment decisions, including hiring and applying for internal advancement. An employer would be able to consider a person's level of education only if minimum educational qualifications are required to obtain an occupational license. An employer would also be allowed to ask about an applicant's academic achievement after an initial offer of employment, but could not rescind the offer based on the applicant's response.

This could benefit students with intellectual and developmental disabilities that leave high school with a Certificate of Completion instead of a high school diploma. Often, adults with Certificates of Completion from high school have difficulty obtaining employment because they do not have a high school diploma.

However, it will impose a burden on community providers that support people with developmental disabilities. Many people with intellectual and developmental disabilities receive support through Maryland's Home and Community-based 1915c Waivers. The Waiver definitions have minimum qualifications for staff, including the requirement of a GED or high school diploma. This legislation would create administrative burden if a service provider were to permit someone to engage in the interview process who will be ineligible for hire because they don't meet the Medicaid waiver requirements. At minimum, the bill should be amended to include language that extends beyond the requirements of licensing, and acknowledges state and federal requirements for employment.

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