



HB 348
FAVORABLE

TESTIMONY OF DR. ANN COTTEN
EXECUTIVE DIRECTOR, SCHAEFER CENTER FOR PUBLIC POLICY

HB 348
APPROPRIATIONS COMMITTEE – MARYLAND HOUSE OF DELEGATES
FEBRUARY 6, 2024

TO: Chairman Barnes, Vice Chair Chang, and members of the House Appropriations Committee

Together, we have achieved significant progress in developing public servants for Marylanders. You have ***helped government help people*** by providing internships and hands-on experiences to help fill the public service vacancies across the State. To continue and close the public service gap, we need financial certainty; hence, the importance of this bill – HB 348.

Thanks to your recent support, **Marylanders have improved their public management skills in 20 of the State’s subdivisions** since August 1, 2022. (See Attachment 1 below.) **Another 125 interns have already** served in and helped nine subdivisions since December 2022. (See Attachment 2 below). While sharpening their skills and dedicating their interest to public service, these **287 Marylanders have helped nearly every subdivision in Maryland** help people. We have done this by:

- *Growing future leaders* through our [NextGen Leaders for Public Service](#) internship program;
- *Enhancing the skills of current public managers* through our [Maryland Certified Public Manager® Program](#);
- *Informing decision makers* through evaluation and applied policy research; and
- *Promoting public discourse* on important topics through conferences and events.

You started this effort in the 2022 General Assembly when the first funds were provided to the Schaefer Center for Public Policy for its public service education and training programs. This is the first time the Schaefer Center received state funds for this work in its 37-year history. At that time, the General Assembly recognized the imperative to support careers in public service and rebuild Maryland’s public sector workforce. They invested one-time funding of \$975K in FY23 and \$1.9 million in FY24 in the Schaefer Center to leverage its expertise to develop and expand programs that bring University of Baltimore students into public service careers and support current public managers with expanded professional development.

These funds were put to immediate use, and the results have benefited almost every subdivision in Maryland.

Maryland Certified Public Manager® Program – Accomplishments

The Schaefer Center’s Maryland Certified Public Manager® program is a 300-hour, nationally accredited public sector leadership development program that provides comprehensive public management training that participants can put to use immediately.

From the time we received the first appropriation in FY 2023 until now, the Maryland Certified Public Manager® Program has made a significant difference across the state. For example,

- We **enrolled 162** state, county, municipal, and nonprofit **public managers from 20 Maryland jurisdictions**.
- We **provided 109 full scholarships** to the program. Most of these managers would not have been able to attend without a scholarship. In fact, many considered the program for years, but their agencies lacked funding to cover the fee.

(Attached Figure 1 shows the counties where the Certified Public Manager® program participants work and Table 1 shows the breakdown of participants by jurisdiction and organization type.)

NextGen Leaders for Public Service Internship Program – Accomplishments

Internships are a primary gateway to professional careers, providing vital work experience, professionalization, and mentorship. Unpaid internships present a barrier to this important experience, especially for first-generation, low-income, and self-supporting students, who comprise a large portion of The University of Baltimore’s student population.

Our NextGen Leaders for Public Service Program provides paid public service internship opportunities for University of Baltimore students. The program had a very successful first year:

- In the first full year of programming (2023), we **placed 125 students in paid public service internships** with state, county, municipal, and nonprofit agencies across Maryland.
- Our interns have provided thousands of hours of valuable support for agencies and residents while gaining valuable work experience and an understanding of government.
- The program recruited **44 internship host sites**.
- During the first year, the program was recognized as one of the strongest public service internship programs in the national [Volcker Alliance NextGen Service Corps](#) network.

(Attached Figure 2 shows the counties where the interns reside, and Table 2 lists the organizations that have received interns through this program.)

Request to Support HB 348

Your investment in current and aspiring public leaders has been a game-changer for our public service pipeline. However, continuing these impactful programs requires the certainty that comes with permanent funding. Therefore, I urge you to continue to invest in the future of Maryland’s public servants by delivering a favorable report on HB 348.

Thank you,
Dr. Ann Cotten
Executive Director, Schaefer Center for Public Policy

ATTACHMENT 1: Maryland Certified Public Manager® Program Participation

Figure 1: Maryland Certified Public Manager® Participants by County of Residence (August 2022 – January 2024)

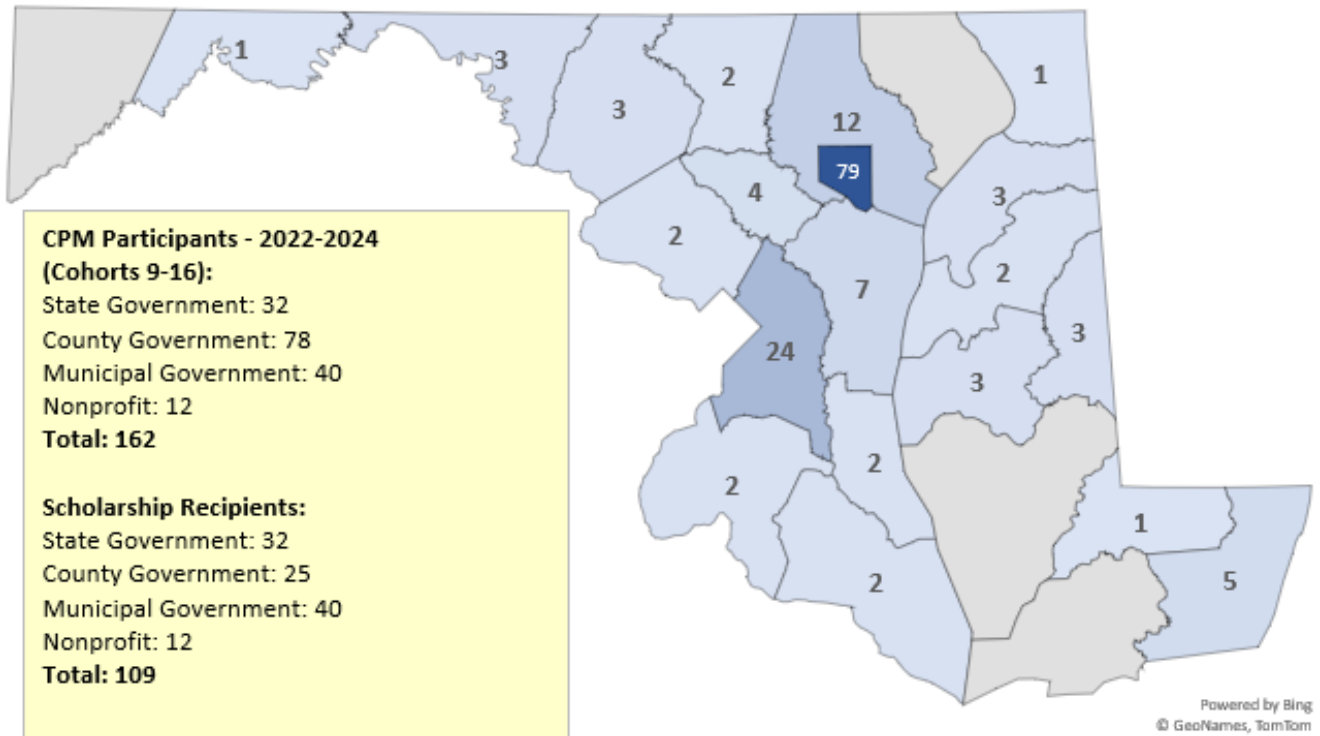


Table 1: Maryland Certified Public Manager® Program Participants by Jurisdiction and Organization Type (August 2022 – January 2024)

Jurisdiction	Municipal Government	County Government	State Government	Nonprofit	Total
Allegany County	1				1
Anne Arundel County		1	5	1	7
Baltimore City		49	22	8	79
Baltimore County	1	10	1		12
Calvert County	1	1			2
Caroline County	2	1			3
Carroll County	1	1			2
Cecil County	1				1
Charles County	1		1		2
Frederick County	3				3
Howard County		4			4
Kent County	2	1			3
Montgomery County	2				2
Prince George's County	15	4	3	2	24
Queen Anne's County	2				2
St. Mary's County		2			2
Talbot County	1	2			3
Washington County	2			1	3
Washington, D.C.		1			1
Wicomico County	1				1
Worcester County	4	1			5
Total	40	78	32	12	162

ATTACHMENT 2: NextGen Leaders for Public Service Program Participation

Figure 2: Interns Placed by County of Residence (January – December 2023)

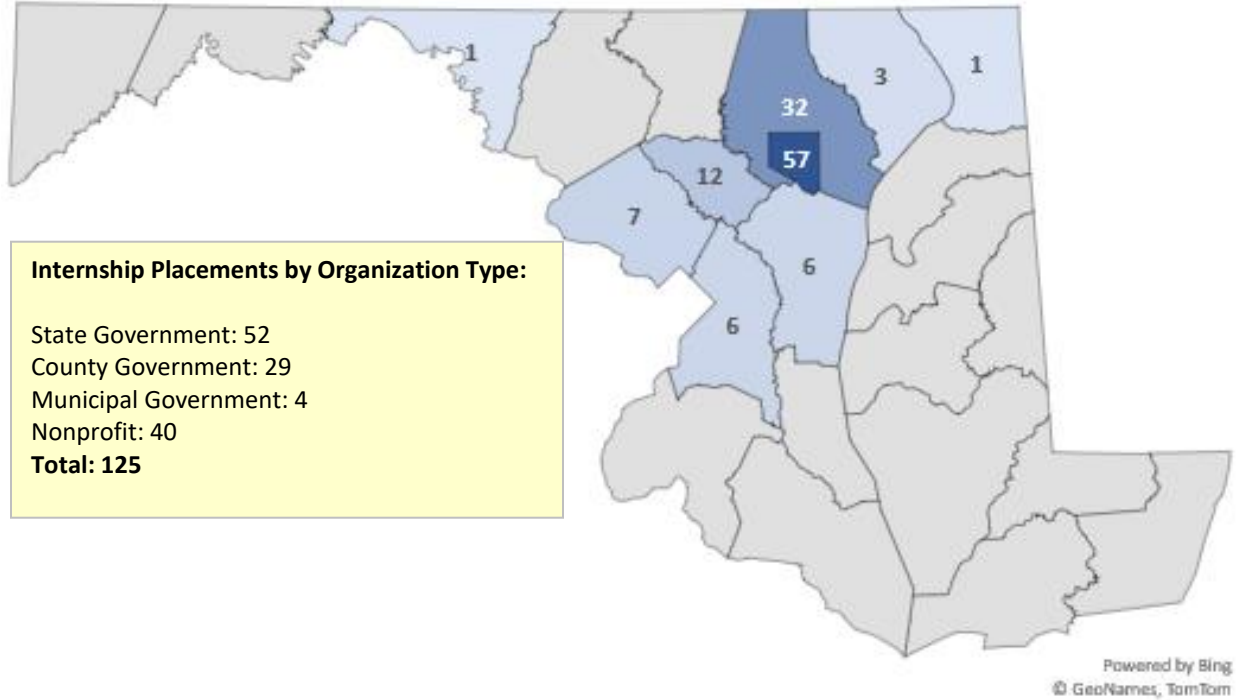


Table 2: Interns Placed by Organization (January – December 2023)

State Government Agencies	
Baltimore City District Court	9
Baltimore City Court Navigators Program	5
Maryland General Assembly	2
Maryland Commission of Civil Rights	5
Maryland Department of Aging	2
Maryland Department of Emergency Management	1
Maryland Department of General Services	1
Maryland Department of the Environment	6
Maryland Department of Transportation	1
Maryland Office of the Comptroller	9
Maryland Office of the Public Defender	10
Maryland Office of the State Prosecutor	1
Total Interns Placed	52

County Government Agencies	
Anne Arundel County Police Department	1
Baltimore City Council: District Offices	7
Baltimore City Law Department	4
Baltimore City Chief Data Officer	2
Baltimore City Children & Family Success	3
Baltimore City Information Technology (BCIT)	1
Baltimore City Police Department	1
Baltimore County Office of Inspector General	1
Baltimore County Police Department	1
Baltimore County State's Attorney Office	1
Baltimore County Office of County Executive	3
Howard County Housing Commission	2
Howard County Office of Human Resources	1
Montgomery County Parks	1
Total Interns Placed	29

Municipal Government Agencies	
Prince George's County, City of Laurel	2
Prince George's County, Town of Cheverly	2
Total Interns Placed	4

Nonprofit Organizations	
29th Street Community Center	1
Anne Arundel Conflict Resolution Center	1
Belair-Edison Main Street	1
Central Baltimore Partnership	3
Enterprise Community Partners	5
GEDCO	3
Hamilton-Lauraville Main Street	2
Healthy Neighborhoods	2
Howard County EcoWorks	1
Maryland Public Television	1
Neighborhood Design Center	2
Pennsylvania Avenue Main Street	1
Pigtown Main Street	2
Project Heal - Legal Services	1
Reservoir Hill Improvement Council	4
Southwest Partnership	1
Truancy Court Program	7
Upton Community Development	1
Waverly Main Street	1
Total Interns Placed	40