

### MWA Members

**Anne Arundel County**  
Anne Arundel Workforce  
Development Corporation *Kirkland  
Murray, Executive Director*

**Baltimore City**  
Mayor's Office of Employment  
Development  
*MacKenzie Garvin, Director*

**Baltimore County**  
Baltimore County Department of  
Economic and Workforce  
Development  
*Jonathan Sachs, Director*

**Carroll County**  
Carroll County Workforce  
Development  
*Heather Lee Powell, Manager*

**Frederick County**  
Frederick County Workforce  
Services  
*Michelle Day, Director*

**Howard County**  
Howard County Office of Workforce  
Development  
*Stephanie Adibe, Director*

**Lower Shore**  
Lower Shore Workforce Alliance  
(Somerset, Wicomico, & Worcester,  
Counties)  
*Leslie Porter-Cabell, Workforce  
Director*

**Montgomery County** WorkSource  
Montgomery, Inc. *Anthony  
Featherstone, Executive Director*

**Prince George's County**  
Prince George's County Workforce  
Development Board *Walter  
Simmons, Executive Director*

**Southern Maryland**  
Southern Maryland Job Source  
(Calvert, Charles, & St. Mary's  
Counties)  
*Ruthy Davis, Director*

**Susquehanna Region**  
Susquehanna Workforce Network,  
Inc. (Cecil & Harford Counties)  
*Kimberly Justus, Executive Director*

**Upper Shore**  
Upper Shore Workforce Investment  
Board (Caroline, Dorchester, Kent,  
Queen Anne's, & Talbot Counties)  
*Dan McDermott, Interim Executive  
Director*

**Western Maryland**  
Western Maryland Consortium  
(Allegany, Garrett &  
Washington Counties)  
*Amos McCoy, Interim Executive  
Director*

January 20, 2025

The Honorable Guy Guzzone  
Senate Budget and Taxation Committee  
Miller Senate Office Building  
11 Bladen Street, Room 3  
Annapolis, Maryland 21401

Dear Chair Guzzone and Members of the Senate Budget and Taxation Committee,

On behalf of the Maryland Workforce Association (MWA), an association of the thirteen local workforce boards in the State of Maryland, I am writing to express strong SUPPORT for **Senate Bill 325 – Income Tax Credit for Employers of Eligible Apprentices – Alterations.**

The Association and its members are the experts on workforce development in Maryland's communities connecting citizens to quality jobs and businesses to their next great employee. One of the ways we do that is through investing in apprenticeship opportunities. As Maryland continues to focus on apprenticeship opportunities for both youth and adults, Maryland's thirteen workforce boards work with businesses, along with our state partners, to expand this time tested model to various occupations.

This legislation is a critical step in expanding workforce opportunities and strengthening Maryland's economy by incentivizing the employment and development of apprentices across industries.

- Removes barriers by eliminating the wage requirement tied to the prevailing wage, allowing more employers to participate.
- Extends the program's duration through 2031, ensuring long-term benefits for workforce development.
- Encourages youth apprenticeships by offering enhanced credits, promoting career pathways for young Marylanders.

Again, apprenticeships are a proven model for closing skill gaps, connecting Marylanders to quality jobs, and supporting businesses in building a competitive workforce. Senate Bill 325 makes this program more accessible and impactful for employers and apprentices alike.

We urge a favorable report on Senate Bill 325 and look forward to continued collaboration with the General Assembly to expand workforce opportunities. Should you have any questions regarding our position, please do not hesitate to contact the Association's Executive Director, Brandon Butler, at 240.434.524 or [mwaexecdirector@gmail.com](mailto:mwaexecdirector@gmail.com).

Sincerely,

Kirkland Murray, President  
Maryland Workforce Association