

NICOLE A. WILLIAMS, ESQ.
Legislative District 22
Prince George's County

Judiciary Committee

Chair, Public Safety Subcommittee

Chair, Prince George's
County House Delegation



Annapolis Office
The Maryland House of Delegates
6 Bladen Street, Room 207
Annapolis, Maryland 21401
410-841-3058
800-492-7122 Ext. 3058
Nicole.Williams@house.maryland.gov

THE MARYLAND HOUSE OF DELEGATES
ANNAPOLIS, MARYLAND 21401

April 1, 2025

The Honorable Guy Guzzone
Senate Budget and Taxation Committee
3 West Miller Senate Office Building
Annapolis, Maryland 21401

House Bill 1165

Good afternoon Chair Guzzone, Vice Chair Rosapepe, and members of the Senate Budget and Taxation Committee. I am Delegate Nicole Williams, and I will be testifying in favor of House Bill 1165, also known as **State Procurement - Apprenticeship Program Accountability and Completion**. This bill requires certain apprenticeship programs utilized in certain State procurements to have at least a 25 percent completion rate, as determined by the Maryland Department of Labor.

The State of Maryland invests heavily in prevailing wage construction for important projects such as schools, transportation, and infrastructure. Unfortunately, too many apprenticeship programs fail to graduate their participants, with completion rates in some programs falling below 10 percent. Such poor completion rates often indicate poor instruction, inadequate supervision, or a program that is created solely to reduce labor costs.

This bill ensures that Maryland's apprenticeship system adheres to a higher standard in delivering on its promise of meaningful training and bright careers. By ensuring that apprenticeship programs meet a minimum completion rate of 25 percent before assigning apprentices to publicly funded projects, the State guarantees that taxpayer dollars are supporting legitimate workforce development and the next generation of skilled Maryland workers. This legislation incentivizes workforce performance and creates accountability where none currently exists. For these reasons, I urge the committee to give a favorable report on House Bill 1165.

Sincerely,

A handwritten signature in blue ink, appearing to read "Nicole Williams", with a long horizontal flourish extending to the right.

Delegate Nicole A. Williams, Esq.