

HB1338_Express Employment_FAV.pdf

Uploaded by: Asia Green

Position: FAV

Express Employment Professionals

(Temporary Staffing Agency)

Written Testimony in Support of SB0856 / HB1338

Chair, Vice Chair, and Members of the Committee:

Express Employment Professionals is a staffing and workforce placement agency serving employers and job seekers across Maryland. We work with businesses in manufacturing, logistics, facilities management, automotive services, and skilled trades.

Within the past 18 months, we have worked with 13 graduates from the NCIA Vocational Training Center in Baltimore. Many of these graduates were trained, motivated, and job-ready but faced significant challenges in securing employment due to provisional driver's license restrictions.

A large portion of the positions we fill require a full driver's license due to employer insurance requirements or the need to operate company vehicles. Candidates holding provisional licenses are frequently ineligible for placement, despite being otherwise qualified.

This limitation delays employment for job seekers and makes it more difficult for employers to fill open roles. These are candidates who have completed industry-recognized certifications.

SB0856 / HB1338 addresses this workforce barrier while preserving safety standards. Adults would still be required to complete all education, testing, and enforcement requirements.

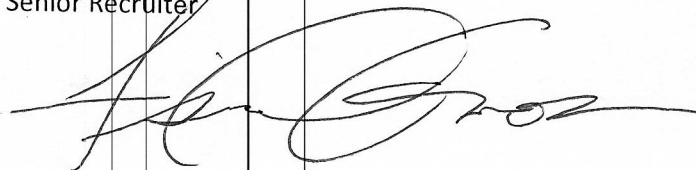
From a staffing perspective, this legislation would improve job placement outcomes, reduce hiring delays, and expand workforce participation.

We respectfully urge a favorable report on SB0856 / HB1338.

Sincerely,

Asia Green

Senior Recruiter



EXPRESS PROFESSIONALS
1103 N. POINT BLVD, SUITE 423
BALTIMORE, MD 21224

Changing Lives, One Person at a Time.

House Bill 1338 -- SUPPORT -- Brendan Hellweg.pdf

Uploaded by: Brendan Hellweg

Position: FAV

Testimony in Support of House Bill 1338

Before the House Environment and Transportation Committee March 5, 2026

Brendan Hellweg Co-author, Abell Foundation Report: *License to Work: Reducing Driver's License Barriers to Employment in Baltimore*

Chair Korman, Vice Chair Guyton, and Members of the Committee:

Thank you for the opportunity to testify in support of House Bill 1338.

My name is Brendan Hellweg. I co-authored a report published this week by the Abell Foundation examining how driver's license barriers affect employment in Baltimore. Yesterday I presented these findings to the Senate Judicial Proceedings Committee in support of the companion bill, SB 856. I'm here today to share the same research with this Committee and explain why this reform matters.

Maryland's provisional licensing system was enacted in 1998 through House Bill 527 to reduce crash risk among teen drivers. That was sound policy then, and HB 1338 preserves it. What HB 1338 addresses is the unintended consequence of applying the same 18-month provisional requirement to adults, a population the original legislation was never primarily designed to protect.

Let me share three facts that frame why this matters.

First, Maryland's licensing requirements are among the strictest in the nation, but our roads are not proportionally safer. Maryland requires 30 hours of classroom instruction and 60 hours of supervised driving for all new drivers regardless of age — requirements that exceed most states. Yet Maryland's fatality rate of 1.08 deaths per 100 million vehicle miles traveled is close to the national average of 1.26. More concerning, Maryland's traffic fatalities have risen 31 percent over the last decade, compared to 20 percent nationally, and the fatality rate per VMT rose 31 percent versus 11 percent nationally over the same period. The factors driving those numbers — impaired driving, urban traffic density, and some of the longest average commute times in the country — have nothing to do with whether a 20-year-old has held a provisional license for 12 months or 18. Maryland's fatalities actually declined from 582 to 480 between 2024 and 2025, a period in which the provisional system did not change. What did change was enforcement, infrastructure investment, and impaired driving prevention. These are the levers safety advocates should focus on.

Second, the provisional requirement creates a direct barrier to employment. Employers in HVAC, automotive services, logistics, and commercial transportation require a full unrestricted

license for insurance purposes. A provisional license — even though it permits legal driving — does not satisfy those requirements. The National Center on Institutions and Alternatives, which trains 250 adults a year in Baltimore for skilled trades, documented 25 graduates in the past 12 months who were denied employment solely because of provisional status — that's ten percent of trainees excluded from gainful employment. These are adults who completed their training, passed their road test, and are ready to work in jobs paying \$18 to \$30 an hour.

Third, the burden falls disproportionately on the communities that can least afford it. Our Abell Foundation report found that driver's licensure carries the widest racial disparity of any employment barrier measured in the Baltimore region — out of 29 categories. One in five Black jobseekers cited it as a direct barrier, compared to one in eleven white respondents. Only 8.5 percent of Baltimore-region jobs are reachable by transit within an hour, and 86 percent of projected new jobs through 2030 will be located outside the city. For residents who need to drive to work, the 18-month provisional period is not a safety measure — it is a waiting period with no demonstrated benefit that delays economic participation.

HB 1338 is a measured reform. It preserves every element of teen graduated licensing. It preserves driver education requirements, supervised practice hours, and road testing. It maintains 18-month penalties for drunk driving violations and license suspensions. What it does is allow adults who have met every competency standard the state requires to receive a full license and begin working.

I would be happy to answer any questions the Committee may have about our research or the policy landscape in other states.

Key Sources

- IIHS, Fatality Facts 2023 — State by State: [iihs.org](https://www.iihs.org)
- TRIP/NHTSA, Addressing America's Traffic Safety Crisis — Maryland (2025): [tripnet.org](https://www.tripnet.org)
- Maryland Highway Safety Office / Zero Deaths MD: [zerodeathsmd.gov](https://www.zerodeathsmd.gov)
- IIHS, Graduated Licensing Laws by State: [iihs.org](https://www.iihs.org)
- Abell Foundation, *License to Work: Reducing Driver's License Barriers to Employment in Baltimore* (2026)
- Maryland General Assembly, House Bill 527 / Chapter 483 (1998)

HB1338_Carole Argo_FAV.pdf

Uploaded by: Carole Argo

Position: FAV

Written Testimony on HB1338

Position: Favorable

Before the House Environment & Transportation Committee

March 5, 2026

Submitted by:

Carole Argo, CEO

National Center on Institutions and Alternatives (NCIA)

Baltimore, MD

cargo@ncianet.org

7130 Rutherford Road
Baltimore, Maryland
21244

443.780.1300 *phone*
410.265.7143 *fax*

www.ncianet.org

Founders

Herbert J. Hoelter
(1950-2024)
Dr. Jerome G. Miller
(1931-2015)

NCIA SERVICES:

[Business Services](#)

[Community Living](#)

[Day and Community Based
Services](#)

[Vocational Training Centers](#)

[Youth In Transition School](#)

Chair Smith, Vice Chair Waldstreicher, and Members of the Committee:

The National Center on Institutions and Alternatives (NCIA) respectfully submits this testimony in support of HB1338.

I Organizational Standing and Transportation Nexus

NCIA is a Maryland-based nonprofit organization serving individuals with limited access to opportunity for over 49 years. NCIA operates the Vocational Training Center (VTC) in Baltimore City, which prepares adults for employment in high-demand, transportation-dependent skilled trades including:

- Commercial Driver's License (CDL)
- HVAC
- Automotive Technology
- Construction and skilled mechanical trades

NCIA trains approximately 250 individuals annually. Graduates routinely secure employment paying between \$18 and \$30 per hour.

Through direct workforce placement partnerships, NCIA identified a recurring transportation-related barrier: adults who have completed all driver education requirements and passed the MVA road test remain unable to qualify for employment because they hold provisional licenses rather than full, unrestricted licenses.

In sectors such as HVAC, logistics, fleet services, and commercial transportation, employers frequently require a full driver's license due to insurance underwriting standards.

In the past 12 months, NCIA documented 25 graduates denied employment solely because of the provisional license duration.

HB1338 requests an evaluation of whether the 18-month provisional duration, as applied to adults who have completed all statutory requirements, remains necessary to advance transportation safety while supporting workforce participation.

II Statutory Background

Maryland enacted comprehensive graduated licensing reforms in 1998 through House Bill 527 (Chapter 483), establishing a provisional driver's license category.¹

Under current law, all first-time drivers—regardless of age—must hold a provisional license for 18 months before obtaining a full, unrestricted license.²

This duration applies even after:

- Completion of driver education,
- Completion of supervised driving hours, and
- Successful passage of the MVA road test.

HB1338 does not eliminate the provisional licensing framework. It addresses the duration of provisional status for adults who have demonstrated competency through existing statutory requirements.

III Transportation Safety Context

Graduated driver licensing (GDL) systems are strongly supported by empirical research in the context of adolescent drivers. The Insurance Institute for Highway Safety (“IIHS”) and the National Highway Traffic Safety Administration (NHTSA) have consistently found that GDL systems reduce crash risk among 16- and 17-year-old drivers.³

Teen drivers experience significantly higher crash rates per mile traveled than older drivers.⁴ HB1338 does not alter Maryland's graduated licensing protections for teen drivers.

Research concerning adult novice drivers is more limited. While novice status is associated with elevated crash risk compared to experienced drivers, evidence does not clearly establish that an 18-month provisional duration uniquely improves adult safety outcomes as compared to shorter or teen-focused structures adopted in other states.⁵

IV 2025 Maryland Safety Data

Maryland reported a decline in traffic fatalities in 2025, decreasing from 582 in 2024 to 480 in 2025.⁶ State reporting attributes this decline to enforcement initiatives, impaired driving countermeasures, and infrastructure and pedestrian safety improvements.⁷

The provisional licensing structure remained unchanged during this period.

For the most recent full year of comparable national data, Maryland's fatality rate was approximately 1.08 deaths per 100 million vehicle miles traveled (VMT), compared to a national rate of approximately 1.26 per 100 million VMT.⁸

Over the past decade, Maryland fatalities increased approximately 31 percent, compared to approximately 20 percent nationally.⁹

HB1338 preserves all training, testing, and enforcement mechanisms currently in place.

V Regional Transportation Workforce Demand

The Baltimore-Columbia-Towson metropolitan area contains approximately 1.47 million total jobs.¹⁰ Current labor market data show:

- Hundreds of open HVAC positions in the Baltimore region.¹¹
- Hundreds of open CDL positions.¹²
- Many positions offering wages exceeding \$30 per hour.¹³

Transportation-dependent trades are essential to Maryland's infrastructure, supply chains, building systems, and commercial services.

Employers in these industries frequently require a full, unrestricted driver's license due to fleet liability and insurance underwriting requirements.

Adults who have completed all statutory requirements for licensure may experience up to an 18-month delay in workforce participation solely because of provisional duration.

HB1338 addresses that duration without altering competency standards.

VI Comparative State Structure

Most neighboring states structure graduated licensing systems primarily around adolescent drivers and do not impose extended provisional durations on adults who have completed testing and education requirements.¹⁴

Maryland's 18-month provisional duration applied broadly to adults is longer and broader in scope than many comparable jurisdictions.

HB1338 aligns Maryland's adult licensing structure more closely with neighboring states while preserving teen protections.

VII Conclusion

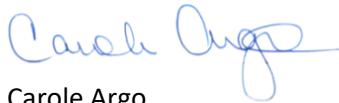
HB1338 does not dismantle Maryland's graduated licensing framework. It preserves:

- Driver education requirements,
- Supervised driving requirements,
- Road testing requirements,
- Enforcement penalties, and
- Teen graduated licensing protections.

It addresses only the duration of provisional status as applied to adults who have completed all statutory requirements.

For these reasons, NCIA respectfully requests the Committee to issue a favorable report on HB1338.

Respectfully submitted,



Carole Argo
President & CEO
National Center on Institutions and Alternatives

CITATIONS

1. 1998 Md. Laws ch. 483 (H.B. 527)
2. Md. Code Ann., Transp. § 16-111.
3. Ins. Inst. for Highway Safety, Graduated Driver Licensing Overview (2023), <https://www.iihs.org/topics/teenagers/graduated-licensing-laws-table>.
4. Nat'l Highway Traffic Safety Admin., Countermeasures That Work: Graduated Driver Licensing Systems (10th ed. 2020), <https://www.nhtsa.gov>.
5. A.E. Curry et al., Age Differences in Novice Driver Crash Risk, 54 J. Safety Res. 51 (2015).
6. Md. Dep't of Transp., ZeroDeathsMD 2025 Traffic Fatality Update (2026), <https://zerodeathsmd.gov>.
7. Md. Dep't of Transp., Strategic Highway Safety Plan Update (2025).
8. Ins. Inst. for Highway Safety, Fatality Facts 2023: State by State, <https://www.iihs.org/research-areas/fatality-statistics/detail/state-by-state>.
9. TRIP, Addressing America's Traffic Safety Crisis: Maryland (2025), <https://tripnet.org>.
10. U.S. Bureau of Labor Statistics, Baltimore-Columbia-Towson, MD Metropolitan Area Employment Data, <https://www.bls.gov/regions/mid-atlantic>.
11. Indeed.com, HVAC Technician Jobs in Baltimore, MD (2026), <https://www.indeed.com>.
12. Indeed.com, CDL Driver Jobs in Baltimore, MD (2026), <https://www.indeed.com>.
13. U.S. Bureau of Labor Statistics, Occupational Employment and Wage Statistics – Baltimore MSA (2024), <https://www.bls.gov>.
14. Ins. Inst. for Highway Safety, Graduated Licensing Laws by State (2024), <https://www.iihs.org>.

HB1338_Eric Brown_FAV.pdf

Uploaded by: Eric Brown

Position: FAV



Est. 1977

Written Testimony on HB1338

Position: Favorable

Before the House Environment & Transportation Committee

March 5, 2026

Submitted by:

Eric Brown, Program Director

Vocational Training Center NCIA

Baltimore, MD

Eric.brown@ncianet.org

Youth In Transition
7130 Rutherford Road
Baltimore, Maryland
21244

443.780.1300 phone
410.265.7143 fax

www.ncianet.org

Founders

Herbert J. Hoelter
(1950-2024)
Dr. Jerome G. Miller
(1931-2015)

NCIA SERVICES:

[Business Services](#)

[Community Living](#)

[Day and Community
Based Services](#)

[Vocational Training
Centers](#)

Chair Smith, Vice Chair Waldstreicher, and Members of the Committee:

I write in my capacity as Program Director of the Vocational Training Center at NCIA, a Maryland nonprofit that has served individuals with limited access to opportunity for more than 48 years.

Each day, we work with Marylanders seeking a second chance. Our students are adults, many from Baltimore City and surrounding communities, who commit themselves to education, workforce training, and personal responsibility. They complete rigorous instruction in CDL, HVAC, and Automotive Technology. They earn industry recognized certifications, pass background checks, and successfully complete their Motor Vehicle Administration road tests.

Too often, their progress is halted not by lack of skill or discipline, but by the designation of Provisional License. HB1338 offers practical and balanced reform. It aligns Maryland's licensing structure with workforce realities while preserving strong safety standards. Maryland remains an outlier in requiring all first-time drivers, regardless of age, to hold a provisional license for 18 months. This bill corrects that for adults while keeping graduated licensing protections for teens fully intact.

The graduated licensing reforms adopted in 1998 were grounded in legitimate public safety concerns. Research consistently shows that structured graduated systems reduce crash risk among 16 and 17 year old drivers. The heightened risk among teens justified those safeguards. However, a framework designed to address adolescent risk now has unintended consequences when applied uniformly to adults.

Under current law, an adult who completes classroom instruction, behind the wheel training, supervised driving requirements, and passes the road test must still wait 18 months before obtaining a full, unrestricted license.

In the past year, our center documented 25 graduates denied employment solely because they held a provisional license. Employers in HVAC, automotive services, logistics, public works, and transportation frequently require a full license due to insurance

standards. These employers view our graduates as qualified and ready to contribute. Yet insurance carriers will not approve of a provisional driver.

For adults who have done everything required of them, this results in an 18-month delay in employment. The individuals we serve include low-income adults, people returning from incarceration, and residents who previously relied on public transportation. For them, 18 months is not a technical delay. It is lost wages, delayed stability, and stalled momentum toward self-sufficiency. Many support children and families. They are striving to rebuild their lives with dignity. They are not asking for shortcuts, only for a fair pathway forward.

This legislation does not weaken safety standards. Adults must still complete driver education, supervised practice, and road testing. Enforcement of penalties remains in place. Teen protection remains unchanged. The bill simply recognizes differences in age and risk profile.

At NCIA, we train approximately 250 individuals each year. Our graduates secure employment between 18 and 30 dollars per hour, often higher in skilled trades. In the Baltimore, Columbia, and Towson region, hundreds of HVAC and CDL positions are currently available. Jobs exist. The workforce is prepared. The barrier is not competency; it is duration.

HB1338 addresses that central barrier by removing the mandatory 18-month provisional period for adults who have satisfied all requirements. It preserves safety, maintains standards, and restores opportunity. We remain open to continued dialogue regarding access to driver education, affordability, and implementation. However, this bill takes a meaningful and measured step toward ensuring that safety policy does not unintentionally disenfranchise those working hardest to improve their lives.

As Program Director, I have seen how a single policy detail can determine whether a parent secures employment or remains on the margins. The adults we serve have met every obligation placed before them. They are ready to work, ready to provide, and ready to contribute to Maryland's economy.

For these reasons, I respectfully urge a favorable report on HB1338. Thank you for your leadership and your continued commitment to policies that protect the public while expanding opportunity for Maryland's most vulnerable residents.

Respectfully submitted,

Eric C. Brown

HB1338_Ian Jackson_FAV (1).pdf

Uploaded by: Ian Jackson

Position: FAV

**Written Testimony in Support of HB1338
Before the House Environment & Transportation Committee
March 5, 2026**

Submitted by:
Ian Jackson
HVAC Graduate, NCIA Vocational Training Center
Age 18 | Provisional License Holder

Chair Marc A. Korman, Vice Chair Michele J. Guyton, and Members of the Committee:

My name is Ian Jackson, and I am an HVAC graduate of the NCIA Vocational Training Center. I am 18 years old, live in Baltimore City, and completed the HVAC program on November 20, 2025. I submit this testimony in support of SB0856 / HB1338.

I learned about the Vocational Training Center through my brother, who completed the same HVAC program. Unlike me, he entered the program with a full driver's license. By the time he graduated, he was fully employed in the HVAC field and earning \$31 per hour.

I completed the same training and met the same program expectations. I passed my road test and now hold a provisional driver's license. However, despite being legally allowed to drive, I continue to be denied employment because employers' insurance policies require a full driver's license.

I completed the HVAC program without a license and worked hard to obtain my provisional license afterward, believing that would allow me to move forward. Unfortunately, even with a provisional license, I have continued to receive no job offers solely due to this restriction.

This experience shows how the 18-month provisional requirement affects adults entering the workforce. Two people completed the same program with the same skills, but only one was able to work immediately — not because of safety, but because of licensing status.

HB1338 maintains safety standards while removing this unnecessary employment barrier for adults.

I respectfully urge the Committee to issue a favorable report on HB1338.

Sincerely,

Ian Jackson

HB1338_Ian Jackson_FAV.pdf

Uploaded by: Jaden Jones

Position: FAV

**Written Testimony in Support of HB1338
Before the House Environment & Transportation Committee
March 5, 2026**

Submitted by:
Ian Jackson
HVAC Graduate, NCIA Vocational Training Center
Age 18 | Provisional License Holder

Chair Marc A. Korman, Vice Chair Michele J. Guyton, and Members of the Committee:

My name is Ian Jackson, and I am an HVAC graduate of the NCIA Vocational Training Center. I am 18 years old, live in Baltimore City, and completed the HVAC program on November 20, 2025. I submit this testimony in support of SB0856 / HB1338.

I learned about the Vocational Training Center through my brother, who completed the same HVAC program. Unlike me, he entered the program with a full driver's license. By the time he graduated, he was fully employed in the HVAC field and earning \$31 per hour.

I completed the same training and met the same program expectations. I passed my road test and now hold a provisional driver's license. However, despite being legally allowed to drive, I continue to be denied employment because employers' insurance policies require a full driver's license.

I completed the HVAC program without a license and worked hard to obtain my provisional license afterward, believing that would allow me to move forward. Unfortunately, even with a provisional license, I have continued to receive no job offers solely due to this restriction.

This experience shows how the 18-month provisional requirement affects adults entering the workforce. Two people completed the same program with the same skills, but only one was able to work immediately — not because of safety, but because of licensing status.

HB1338 maintains safety standards while removing this unnecessary employment barrier for adults.

I respectfully urge the Committee to issue a favorable report on HB1338.

Sincerely,

Ian Jackson

HB1338 - Ruth - Sponsor Testimony - FAV.docx-1.pdf

Uploaded by: Sheila Ruth

Position: FAV

SHEILA RUTH
Legislative District 44B
Baltimore County

Government, Labor, and
Elections Committee
Chair, Labor Subcommittee



Annapolis Office
The Maryland House of Delegates
6 Bladen Street, Room 326
Annapolis, Maryland 21401
410-841-3802
800-492-7122 Ext. 3802
Sheila.Ruth@house.maryland.gov

THE MARYLAND HOUSE OF DELEGATES
ANNAPOLIS, MARYLAND 21401

SPONSOR TESTIMONY IN SUPPORT OF HB1338
MOTOR VEHICLES - DRIVER'S LICENSES - ELIGIBILITY

Delegate Sheila Ruth
March 5, 2026

HB1338 removes the burdensome and unnecessary requirement that drivers must hold a provisional license for 18 months before being eligible for a full license - a requirement that deprives adults and employers of job opportunities and qualified workers.

The problem this bill addresses was brought to my attention by a workforce development organization operating in my district. As the majority of their program participants do not already have licenses, they face difficulties participating in the workforce, which deprives both them and their families, as well as our state of their economic contribution. Otherwise qualified candidates who chose not to or were unable to start the process of obtaining a full driver's license at the age of 16 face serious barriers to employment. Because of how insurance companies treat them for the purposes of business insurance, having a provisional license creates an 18 month delay in securing employment.

I ask for a favorable report on HB1338.

HB1228_Enterprise_FAV.pdf

Uploaded by: Stephen Cooke

Position: FAV

**Written Testimony in Support of HB1338
Before the House Environment & Transportation Committee
March 5, 2026**

Submitted by:

Ben Hyman
Director of Executive Operations and Community Development
Enterprise Development Corporation
Property Management Employer
Baltimore, MD

Chair Smith, Vice Chair Waldstreicher, and Member of the Committee:

Enterprise Development Corporation is a Maryland-based organization providing property management and real estate development services. Our operations require staff to travel between properties, respond to maintenance and tenant needs, and perform on-site inspections across multiple locations.

As part of our risk management and insurance requirements, many of our property management positions require employees to hold a full, unrestricted driver's license. Provisional licenses do not meet these requirements.

Because of this, we are unable to hire otherwise qualified candidates who hold provisional licenses, even when they are legally permitted to drive and capable of performing the job.

This barrier has limited our hiring pool and delayed employment opportunities for adults who are job-ready. The restriction is based on insurance underwriting standards, not individual driving competency.

HB1338 maintains all safety requirements while addressing this hiring barrier. Adults would still be required to pass road tests, complete training, and remain subject to penalties for violations.

From an employer's standpoint, this legislation would expand the pool of qualified candidates without compromising safety.

We respectfully urge the Committee to issue a favorable report on HB1338.

Respectfully,

Ben Human
Director of Executive Operations and Community Development

HB1338_Antwan White_FAV.pdf

Uploaded by: Stephen Cooke

Position: FAV

**Written Testimony in Support of HB1338
Before the House Environment & Transportation Committee
March 5, 2026**

Submitted by:
Antwan White
HVAC Graduate, NCIA Vocational Training Center
Age 20 | Career Impacted by Provisional License

Chair Marc A. Korman, Vice Chair Michele J. Guyton, and Members of the Committee:

My name is Antwan White. I am 20 years old, live in Baltimore, and completed the HVAC program at the NCIA Vocational Training Center on March 6, 2025. I submit this testimony in support of HB1338.

After completing my HVAC training, I applied and interviewed for multiple HVAC positions. Despite being qualified, I was repeatedly turned down because I held a provisional driver's license. I completed all the required education and passed my road test.

Employers that declined to hire me included Horizon, AJ Michaels, Residential Communities, and Super Tech.

After multiple unsuccessful interviews, I ultimately had to change career paths and take work in construction instead. While I am grateful to be employed, this was not the field I trained for, and the change was driven solely by my provisional license status — not skill or readiness.

The 18-month provisional requirement delayed my career and limited my opportunities. HB1338 would prevent others from facing the same outcome by removing an unnecessary barrier for adults who are ready to work.

I respectfully urge the Committee to issue a favorable report on HB1338.

Sincerely,

Antwan White

HB1338_BlueHeron_FAV.pdf

Uploaded by: Stephen Cooke

Position: FAV

**Written Testimony in Support of HB1338
Before the House Environment & Transportation Committee
March 5, 2026**

Submitted by:
Lawrence Bird
Operations Manager
Blue Heron Transportation
Towson, MD

Chair Marc A. Korman, Vice Chair Michele J. Guyton, and Members of the Committee:

Blue Heron Transportation is a Maryland-based transportation company providing commercial driving and logistics services across the region. Our organization employs drivers in positions that require entry into Commercial Driver's License (CDL) training programs and long-term careers in the transportation sector.

Like many employers in this industry, we are experiencing a significant shortage of qualified CDL drivers. Maryland's provisional licensing requirement directly delays otherwise qualified adults from entering CDL training pipelines.

Individuals seeking to begin a career in commercial driving must first hold a full, unrestricted driver's license. As a result, adults who are otherwise ready and motivated to pursue CDL careers are delayed for up to 18 months solely due to provisional license status — not due to safety, performance, or qualifications.

This delay restricts the pipeline of new drivers entering the industry and exacerbates existing labor shortages in transportation and logistics.

HB1338 would remove this unnecessary barrier for adults while maintaining all safety standards. Individuals would still be required to meet all education, testing, and enforcement requirements. The bill simply allows adults to move forward once those requirements are met.

From an employer perspective, this change would strengthen the workforce pipeline, improve access to training programs, and support Maryland's transportation infrastructure. We fully support rigorous commercial licensing and safety standards.

We respectfully urge the Committee to issue a favorable report on HB1338.

Sincerely,

Lawrence Bird
Operations Manager

HB1338_Express Employment_FAV.pdf

Uploaded by: Stephen Cooke

Position: FAV

Express Employment Professionals

(Temporary Staffing Agency)

Written Testimony in Support of SB0856 / HB1338

Chair, Vice Chair, and Members of the Committee:

Express Employment Professionals is a staffing and workforce placement agency serving employers and job seekers across Maryland. We work with businesses in manufacturing, logistics, facilities management, automotive services, and skilled trades.

Within the past 18 months, we have worked with 13 graduates from the NCIA Vocational Training Center in Baltimore. Many of these graduates were trained, motivated, and job-ready but faced significant challenges in securing employment due to provisional driver's license restrictions.

A large portion of the positions we fill require a full driver's license due to employer insurance requirements or the need to operate company vehicles. Candidates holding provisional licenses are frequently ineligible for placement, despite being otherwise qualified.

This limitation delays employment for job seekers and makes it more difficult for employers to fill open roles. These are candidates who have completed industry-recognized certifications.

SB0856 / HB1338 addresses this workforce barrier while preserving safety standards. Adults would still be required to complete all education, testing, and enforcement requirements.

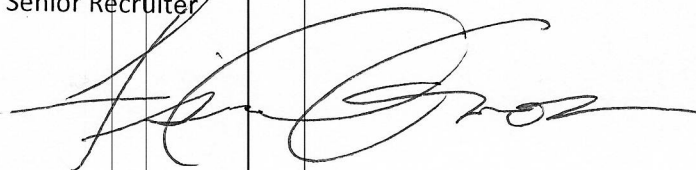
From a staffing perspective, this legislation would improve job placement outcomes, reduce hiring delays, and expand workforce participation.

We respectfully urge a favorable report on SB0856 / HB1338.

Sincerely,

Asia Green

Senior Recruiter



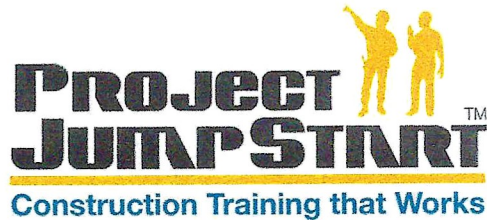
EXPRESS PROFESSIONALS
1103 N. POINT BLVD, SUITE 423
BALTIMORE, MD 21224

Changing Lives, One Person at a Time.

HB1338_Proj JumpStart_FAV.pdf

Uploaded by: Stephen Cooke

Position: FAV



Project JumpStart, Inc
Workforce Development

Written Testimony in Support of SB0856 / HB1338

Chair, Vice Chair, and Members of the Committee:

Project JumpStart is a Baltimore-based workforce development organization that prepares city residents for careers in the construction trades. We serve adults seeking stable, long-term employment in industries such as construction, skilled trades, and infrastructure development.

Our participants are trained for jobs that frequently require reliable transportation and, in many cases, the ability to drive to job sites, operate company vehicles, or meet employer insurance requirements. For these reasons, holding a **full, unrestricted driver's license** is often a condition of employment.

Maryland's current requirement that all first-time drivers hold a provisional license for 18 months, regardless of age, has repeatedly delayed job placement for Project JumpStart participants. While individuals may be legally permitted to drive with a provisional license, many employers and insurers do not accept provisional licenses for employment purposes.

As a result, adults who have completed training and are otherwise job-ready are forced to wait months — sometimes more than a year — before they can access employment opportunities in their chosen field. This delay undermines workforce readiness, income stability, and employer hiring needs.

SB0856 / HB1338 addresses this barrier. Adults would still be required to complete all driver education, testing, and enforcement requirements. The bill simply removes an arbitrary waiting period that does not align with workforce realities and places Maryland out of step with most other states.

From a construction workforce perspective, this legislation would improve job placement outcomes, strengthen labor pipelines, and support economic mobility for Maryland residents.

Project JumpStart, Inc | 2101 E. Biddle St. Suite 5000, Baltimore, MD 21213

410-821-0351 | info@jumpstarttraining.org | @projectjumpstarttraining

www.projectjumpstarttraining.org



Project JumpStart respectfully urges a favorable report on SB0856 / HB1338.

Sincerely,

A handwritten signature in black ink, appearing to read "Jimmy Stewart", is written over a white background.

Jimmy Stewart
Executive Director

Project JumpStart, Inc | 2101 E. Biddle St. Suite 5000, Baltimore, MD 21213

410-821-0351 | info@jumpstarttraining.org | @projectjumpstarttraining

www.projectjumpstarttraining.org

HB1338_Robby Fraizer_FAV.pdf

Uploaded by: Stephen Cooke

Position: FAV

**Written Testimony in Support of SB0856 / HB1338
Before the House Environment & Transportation Committee
March 5, 2026**

Submitted by:
Robby Fraizer
Automotive Graduate, NCIA Vocational Training Center
Age 18 | Employment Delayed Over One Year

Chair Marc A. Korman, Vice Chair Michele J. Guyton, and Members of the Committee:

My name is Robby Fraizer. I am 20 years old, live in Baltimore, and completed the Automotive program at the NCIA Vocational Training Center on October 31, 2024. I submit this testimony in support of SB0856 / HB1338.

After completing my training and earning all required certifications, I searched for employment in the automotive field for over a year while holding a provisional driver's license. Despite being qualified, I was unable to secure a position.

I was granted interviews with NTB, Subaru, Firestone, and Bob Bell, but was not hired due to licensing restrictions tied to insurance requirements.

As soon as my provisional license was converted to a full driver's license, I was hired by Hertz as a service technician.

This experience shows how the provisional requirement delays employment for adults without providing added safety benefits. SB0856 / HB1338 would allow adults to enter the workforce sooner while maintaining all safety standards.

I respectfully urge the Committee to issue a favorable report on SB0856 / HB1338.

Sincerely,

Robby Fraizer

HB1338 - LOI - MVA - Motor Vehicles - Driver's Lic

Uploaded by: Patricia Westervelt

Position: INFO

March 5, 2026

The Honorable Marc Korman
Chair, Environment and Transportation Committee
250 Taylor House Office Building
Annapolis, MD 21401

RE: Letter of Information – House Bill 1338 – Motor Vehicles - Driver's Licenses - Eligibility

Dear Chair Korman and Committee Members:

The Maryland Department of Transportation (MDOT) takes no position on House Bill 1338 but offers the following information for the Committee's consideration.

HB 1338 would eliminate provisional licenses for any new driver who is 18 years or older. Currently, most provisional drivers must maintain an 18-month holding period. Moving violations and the use of alcohol or other substances while driving may result in an extended holding period. Notably, provisional license holders age 18 or older do not have additional limitations placed on their driving privileges, such as driving hours based on time of day or passenger limits.

Nationally, the average age of first-time applicants has steadily increased over the past two decades. Multiple studies demonstrate that it is not the driver's age that contributes to higher rates of moving violation citations and crash risk, but rather the lack of driving experience. The provisional law ensures rookie drivers gain experience under qualified supervision to build a lifetime of safe driving behavior. At the same time, it acknowledges the difference in responsibilities and life stage of a new driver that is over the age of 18 by allowing them to make their own decisions about driving hours and passengers.

In conversations with the bill sponsor and advocates, the Motor Vehicle Administration (MVA) has learned that some stakeholders are concerned that the provisional license indicator is impacting their ability to be employed at jobs requiring a driver's license. The MVA understands these concerns and has offered to engage in a more comprehensive study of the topic with stakeholders, including employers, non-profit employment training centers, and insurers, to examine how to avoid any undue economic hardships and impediments to career advancement without posing a risk to roadway users in Maryland.

The Maryland Department of Transportation respectfully requests the committee consider this information during its deliberation of House Bill 1338.

Respectfully submitted,

Christine E. Nizer
Administrator
Maryland Motor Vehicle Administration
410-787-7830

Matthew Mickler
Director of Government Affairs
Maryland Department of Transportation
410-865-1090