

House Government, Labor, and Elections Committee

February 5, 2026

HB 203 - Labor and Employment - Training Repayment Agreements - Prohibition**Position: Oppose**

The Maryland Association of Community Colleges (MACC), representing Maryland's 16 community colleges, respectfully opposes **HB 203**. Maryland's community colleges are central to the State's workforce development system and work directly with employers to deliver training that leads to real jobs in high-demand fields such as healthcare, skilled trades, information technology, and advanced manufacturing. These partnerships often depend on employers making meaningful financial investments in education and training through tuition assistance, customized instruction, and paid training models developed with community colleges.

Community colleges are also employers and invest significant resources in the professional development of their own faculty and staff. In limited and appropriate circumstances, training repayment agreements are used to support substantial, employer-funded education while encouraging a reasonable period of continued service. These agreements are typically tied to voluntary training that goes well beyond basic onboarding and results in transferable skills or recognized credentials.

HB 203 would prohibit all training repayment agreements, regardless of the type of training or the nature of the arrangement. This broad approach risks discouraging employers, including public institutions, from investing in education-based training programs and could weaken the employer-college partnerships that are essential to Maryland's workforce strategy. The bill's sweeping scope may also unintentionally disrupt apprenticeships, incumbent worker training, and customized training programs jointly developed by employers and community colleges.

MACC supports addressing abusive practices, but HB 203 goes too far by eliminating legitimate and productive training arrangements that benefit workers, students, and employers alike. Accordingly, MACC urges the Committee to issue a **UNFAVORABLE** report on **HB 203**.

Please contact Brad Phillips (bphillips@mdacc.org) or Drew Jabin (djabin@mdacc.org) with questions.