

House Bill 220

Date: February 14, 2020

Bill Title: Income Tax Credit - Employment of Apprentices - Extension
Re: **Letter of Support**

Registered Apprenticeships connect Marylanders to sustainable employment, ensure that employers have a highly skilled workforce, and are critical to the success of Maryland's diverse industries. House Bill 220 ensures the continued success of Registered Apprenticeships by extending the Registered Apprenticeship tax credit for an additional five (5) years, from a sunset of June 30, 2020 to June 30, 2025.

Part of our mission at Hirsch Electric is to provide opportunity for our employees to grow and develop professionally. Our strong commitment to the development of our workforce is evidenced by the number of registered apprentices we sponsor every year. Currently at 27, we are proud to hold the title for most apprentices out of any construction trade in the ABC apprenticeship program. In addition to paying 100% of the tuition for each apprentice, there are numerous additional costs associated with employing apprentices, such as safety seminars, classes, supplies, and on-the-job training. For a number of years, the Apprenticeship Tax Credit has helped offset the cost of these great benefits for our employees. With the extension of House Bill 220, Hirsch Electric can continue to invest in the growth of our employees and community.

Registered Apprenticeships provide a pathway to economic security and valuable employment for thousands of Marylanders. Registered apprentices utilize the "earn and learn" approach, which allows employees to earn a salary while completing a combination of on-the-job training and related instruction. This first step on the career path is often necessary to ensure that Marylanders are prepared to succeed in today's economy.

A highly skilled workforce is critical to the success of Maryland's businesses. By providing an incentive to utilize the Registered Apprenticeship model, House Bill 220 ensures that businesses continue to capitalize on the viable career pathways provided to registered apprentices. In turn, the model provides businesses with the opportunity to recruit and train a workforce that is prepared to meet the standards of Maryland's consumers.

Maryland is best served by a workforce that is capable of providing in-demand services to Maryland's consumers. House Bill 220 ensures that Maryland's diverse industries continue to thrive by paving the way for registered apprentices to find a career path and grow within the industry.

By extending the Registered Apprenticeship tax credit, Maryland will continue to lead the way in Registered Apprenticeships. **For this reason, Hirsch Electric, LLC respectfully requests a favorable report from the committee on House Bill 220.**