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Senate Committee on Commerce  
March 9, 2023  
Testimony in Favor of HB 2292  
By Cassie Gilmore

Chair Erickson and Honorable Committee Members,

Thank you for the opportunity to appear before you this afternoon on behalf of Kansas Society for Human Resource Management (KS SHRM). For those unfamiliar with KS SHRM, it is a professional organization comprised of 2,300+ HR professionals in Kansas. KS SHRM serves the needs of HR professionals and advances the interests of the HR profession throughout the state. Our members are responsible for developing and implementing workplace policies and practices that comply with federal, state and local laws and provide guidance to managers at all levels about fair and effective people management practices. Our members serve in the public and private sectors representing unionized and non-unionized businesses of all sizes.

KS SHRM is committed to assisting our HR members and Kansas employers with addressing the workforce shortages across Kansas. Last fall, we partnered with the Office of Apprenticeship and SHRM, our national organization, to promote a federally accredited HR apprentice program-HR RAP. In partnership with our local chapters, KS SHRM is actively working across Kansas to educate employers on the process and benefits of establishing HR apprenticeships at their worksites. Once apprentices are enrolled, our KS SHRM chapters are committed to providing support for the apprentices including peer mentoring, assistance with curriculum and other support services to help apprentices successfully complete the HR RAP program.

On behalf of KS SHRM and its members, I am here to provide support for HB 2292, which would enact the Kansas Apprenticeship Tax Credit Act aimed at encouraging the development of apprenticeship programs in Kansas through income tax credits and grants for participating businesses that employ apprentices. This incentive would be a great tool for KS SHRM to discuss with Kansas employers as they consider sponsoring an apprenticeship program. Currently, thirty states offer some form of an apprenticeship incentive, including Missouri, Iowa and Colorado. Adding Kansas to this list will be a positive step towards assisting employers with innovative ways to address their workforce shortages.

KS SHRM is committed to helping the HR profession grow in Kansas through a local, state and national partnership. Passage of HB 2292 will assist us in ensuring success. KS SHRM respectfully request the committee favorably consider HB 2292.