

The House Committee on Ways and Means offers the following substitute to HB 1195:

A BILL TO BE ENTITLED
AN ACT

1 To amend Article 2 of Chapter 7 of Title 48 of the Official Code of Georgia Annotated,
2 relating to the imposition, rate, computation, exemptions, and credits relative to income
3 taxes, so as to provide for a tax credit for workforce-ready graduates employed in high-tech
4 full-time jobs in rural counties in this state; to require the Technical College System of
5 Georgia to establish certain criteria; to provide for conditions and limitations; to provide for
6 definitions; to provide for rules and regulations and forms; to provide for related matters; to
7 provide for an effective date and applicability; to repeal conflicting laws; and for other
8 purposes.

9 BE IT ENACTED BY THE GENERAL ASSEMBLY OF GEORGIA:

10 **SECTION 1.**

11 Article 2 of Chapter 7 of Title 48 of the Official Code of Georgia Annotated, relating to the
12 imposition, rate, computation, exemptions, and credits relative to income taxes, is amended
13 by adding a new Code section to read as follows:

14 "48-7-29.26.

15 (a) As used in this Code section, the term:

16 (1) 'Employer' means an enterprise or organization, whether corporation, partnership,
17 limited liability company, proprietorship, association, trust, business trust, real estate
18 trust, or other form of organization, and its affiliates, which is registered and authorized
19 to use the federal employment verification system known as 'E-Verify' or any successor
20 federal employment verification system and is engaged in or carrying on any business
21 activities within this state.

22 (2) 'High-tech full-time job' means employment:

23 (A) That is located in a rural county;

24 (B) As a data scientist, software developer, information security analyst, web
25 developer, computer sales engineer, information technology manager, computer
26 research scientist, network and systems administrator, or computer support specialist;

27 (C) Through an employer located in a rural county that is also a small business as such
28 term is defined in Code Section 50-5-121;

29 (D) That involves a regular work week of 30 hours or more;

30 (E) That has no predetermined end date; and

31 (F) That pays at or above the average hourly wage of the county with the lowest
32 average hourly wage in the state, as reported in the most recently available annual issue
33 of the Georgia Employment and Wages Averages Report of the Department of Labor.

34 (3) 'Rural county' means a county in this state that has a population of less than 50,000
35 with 10 percent or more of such population living in poverty based upon the most recent,
36 reliable, and applicable data published by the United States Bureau of the Census. On
37 or before December 31 of each year, the commissioner of the Department of Community
38 Affairs shall publish a list of such counties.

39 (4) 'Workforce-ready graduate' means an individual who has obtained a degree in the
40 discipline of engineering or computer, information, or data science within a high-tech
41 area of study and who is certified by the Technical College System of Georgia as having

42 completed a workforce readiness program approved by the Technical College System of
43 Georgia in accordance with subsection (b) of this Code section.

44 (b) By January 1, 2025, the Technical College System of Georgia shall adopt criteria for
45 the establishment of workforce readiness programs and the certification of workforce-ready
46 graduates for the purposes of this Code section.

47 (c)(1) On and after January 1, 2025, each workforce-ready graduate employed in a
48 high-tech full-time job for at least 40 weeks during a 12 month period shall be eligible
49 for an income tax credit in the amount of \$4,000.00 for each such year of employment
50 against the tax imposed under this article; provided, however, that no individual shall be
51 allowed more than \$12,000.00 of tax credits under this paragraph.

52 (2) No individual first employed in a high-tech full-time job before January 1, 2025,
53 shall qualify to be eligible to receive the credit provided by this subsection.

54 (3) No individual shall be eligible to receive the credit provided by this subsection more
55 than once.

56 (4) In no event shall the aggregate limit of tax credits allowed under this Code section
57 for any year exceed \$2 million.

58 (d) In no event shall the credit provided by subsection (c) of this Code section for a taxable
59 year exceed the taxpayer's income tax liability. Any unused portion of the credit provided
60 by subsection (c) of this Code section shall be permitted to be carried forward and applied
61 to the taxpayer's tax liability for the subsequent three years. The credit provided by
62 subsection (c) of this Code section shall not be applied against the taxpayer's prior years'
63 tax liabilities.

64 (e) The commissioner shall promulgate rules and regulations and forms necessary to
65 implement and administer the provisions of this Code section.

66 (f) This Code section shall stand repealed on December 31, 2029."

67 **SECTION 2.**

68 This Act shall become effective on July 1, 2024, and shall be applicable to all taxable years
69 beginning on or after January 1, 2025.

70 **SECTION 3.**

71 All laws and parts of laws in conflict with this Act are repealed.