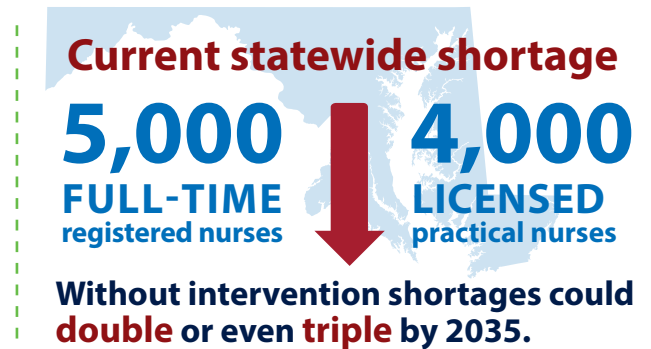


State of Maryland's Health Care Workforce Report: Recommendations for Policymakers

A GlobalData report, commissioned by the Maryland Hospital Association, reveals the significant current shortfall of nurses in Maryland and predicts that without action the shortage will grow worse.



Recommended actions for policymakers to strengthen health workforce:

Expand Maryland's Workforce Pipeline

- Designate state entity responsible for multi-agency coordination of data driven policy change and programs
- Provide stipends or financial incentives to pursue careers in high demand health care fields
- Remove barriers to internationally-trained providers by aligning Maryland's English language competency requirements with established standards
- Launch "Green to Blue" campaign to enable timely transition of discharged/retired military personnel with caregiver experience to care settings

Remove Barriers to Health Care Education

- Pass legislation to lower costs for students pursuing in-demand health care professions at community colleges through tuition assistance, stipends and loan repayment
- Offer additional funding and incentives to get more instructors in schools of nursing and well-prepared preceptors in acute care settings
- Expand funding for nurse clinical education, including Nurse Support Programs (NSP) I & II

Retain the Health Care Workforce

- Address social and economic drivers that cause health care workers to leave the profession, including the cost and availability of child and elder care
- Establish a statewide workplace violence prevention consortium to provide training and support and recommend policy changes

Leverage Talent with New Care Models

- Review scope of practice and training curriculum for nursing support staff to enable new acute care models
- Remove arbitrary barriers to licensure across state borders to facilitate access to telehealth