

SB774_MACC_FAV_Phiillips.pdf

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SENATE FINANCE COMMITTEE

Testimony by
Dr. Brad Phillips, Executive Director
March 7, 2023

SB774 – Maryland Pathway to Nursing Program and Advisory Committee – Establishment

POSITION: Support

The Maryland Association of Community Colleges (MACC), representing Maryland’s 16 community colleges, thanks Senator Lam for their sponsorship of this legislation which seeks to address a piece of the critical healthcare workforce shortage in the state of Maryland.

According to an analysis done by the Maryland Hospital Association in 2022, the healthcare workforce is at a critical staffing shortage with more anticipated to leave the workforce due to burnout and other factors made acute during the COVID-19 pandemic. The current RN and LPN supply meets 91% and 69% of statewide demand respectively and are projected to drop to 80% and 44% by 2035.” (Maryland Hospital Association, 2022). Community colleges are the state’s largest provider of registered nurses in the state through our Associate’s in Registered Nursing programs and through pathways and stackable credentials such as the ATB (Associate’s to Baccalaureate) programs in nursing.

Our colleges are ready to support the state’s strategic goals in addressing the workforce shortage and appreciate our inclusion in the pilot program and as advisors to the Maryland pathway to nursing advisory committee.

Community colleges provide access to health care education for underrepresented populations and see it as part of our mission. This legislation would provide financial assistance for students pursuing these admirable career pathways, including wrap around services. These provisions would assist us in providing these opportunities to more students and promote a workforce that better reflects the population it serves.

For these reasons, MACC requests a favorable position on SB774.

SB0774-333524-01.pdf

Uploaded by: Clarence Lam

Position: FAV



SB0774/333524/1

AMENDMENTS
PREPARED
BY THE
DEPT. OF LEGISLATIVE
SERVICES

03 MAR 23
12:11:14

BY: Senator Lam
(To be offered in the Finance Committee)

AMENDMENT TO SENATE BILL 774
(First Reading File Bill)

On page 5, in line 4, after “(14)” insert “ONE REPRESENTATIVE OF THE HEALTH FACILITIES ASSOCIATION OF MARYLAND;

(15) ONE REPRESENTATIVE OF LEADINGAGE MARYLAND;

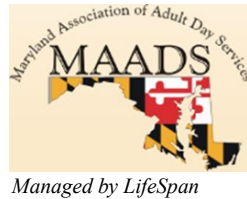
(16)”;

and in line 6, strike “(15)” and substitute “(17)”.

SB0774_FAV_LifeSpan, MAADS, MNCHA, HPCNM_MD Pathwa

Uploaded by: Danna Kauffman

Position: FAV



TO: The Honorable Melony Griffith, Chair
Members, Senate Finance Committee
The Honorable Clarence K. Lam

FROM: Danna L. Kauffman
Pamela Metz Kasemeyer
Christine K. Krone
410-244-7000

DATE: March 7, 2023

RE: **SUPPORT** – Senate Bill 774 – *Maryland Pathway to Nursing Program and Advisory Committee – Establishment*

On behalf of the LifeSpan Network, the Maryland Association of Adult Day Services, the Maryland-National Capital Homecare Association, and the Hospice and Palliative Care Network of Maryland, we respectfully **support** Senate Bill 774, which creates a Maryland Pathway to Nursing Advisory Committee along with the corresponding Maryland Pathway To Nursing. The bill will establish two pilot programs in diverse geographically areas of the State with the purpose of assisting certified nursing assistants enrolled in licensed practical nursing programs with the resources to succeed and graduate from the program.

Maryland is facing a critical shortage of licensed practical nurses and registered nurses. The 2022 State of Maryland's Health Care Workforce Report indicates that, by 2035, an additional 13,800 registered nurses and an additional 9,200 licensed practical nurses will be needed. The three industries with the greatest demand are nursing homes, home health, and residential care. Too often, we hear stories of candidates that are forced to drop out of programs because they cannot afford to continue. Senate Bill 774 seeks to address some of these common resources so that Maryland can begin to address its shortfall.

For these reasons, we urge a favorable vote on Senate Bill 774.

SB 774 c.dryer testimony Senate Side 2023 FAV.pd

Uploaded by: Dr. Christy Dryer

Position: FAV



CECIL COLLEGE

Senate Finance Committee

Senate Bill 774 – Maryland Pathway to Nursing, Program and Advisory Committee-Establishment

March 7, 2023

Support

Testimony of Christy Dryer, DNP, RN, CNE
Vice-President of Academic Programs, Cecil College
Former Dean of Nursing, Cecil College

Thank you for your time today. I am here to voice my support for **HB 1160 The Maryland Pathway to Nursing Program and Advisory Committee Establishment**. As we are all aware there is a nursing workforce shortage in Maryland and across the country, with a recent study conducted by Maryland Hospital Association indicating a shortage of 5000 RNs and 4000 LPNs in 2021 and this is predicted to increase over the coming years (2022). The U.S. Bureau of Labor Statistics projects that more than 275,000 additional nurses are needed from 2020 to 2030, and that employment opportunities for nurses will grow at 6 percent, faster than other occupations from 2016 through 2026 (2022). And, as we all know, the pandemic only exacerbated the need for nurses, with working conditions that contributed to burnout and nurses leaving the profession. In a recent MHA survey, 62% of the over 85,000 nurses have thought about leaving the nursing profession recently-potentially creating an even larger deficit in the nursing workforce.

The need is well established and is reaching a critical juncture. We want to be able to provide nursing care to the citizens of Maryland, but will be lacking the nurses to do so. This issue demands creative and innovative ideas. The Nursing Pathway program is designed to bring together stakeholders from across the state, in workforce, education, and healthcare to design and pilot an innovative program to meet this challenge.

Speaking as a community college administrator and educator, Community Colleges have been at the forefront of providing excellent nursing education, at various levels, to a diverse population for many years. Community colleges are located in the communities they serve, providing the opportunity to educate a workforce similar to the population it serves. Community colleges have a long-standing tradition of providing health care education access for underrepresented populations (Campaign for Action, 2022). Providing excellent, affordable education that adapts to meet community needs while supporting our students is a hallmark of community colleges. Our students are often the most under-resourced and yet most determined to meet their goals.

There is no doubt that community college students are competent. NCLEX pass rates for LPN and RN programs across the state attest to this (2023). However, our students often face financial and social challenges that impact their ability to complete an educational program. I have lost count of the number of stories I have about students deciding to leave college because of the loss of housing, a needed car repair, loss of child care, or other stressor. The wrap around services described in this bill would address so many of these issues, facilitating the mitigation of stressors that often inhibit students' successful completion of health care education programs.

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The health care environment is evolving and nursing education is challenging; as our students will often attest. However, this bill could potentially develop new and innovative pathways to support the development of a robust workforce as well as support our students, allowing them to focus on their studies as they become competent health care providers.

Thank you for supporting HB 1160.

Bureau of Labor Statistics, U.S. Department of Labor, *Occupational Outlook Handbook*, Registered Nurses, at <https://www.bls.gov/ooh/healthcare/registered-nurses.htm> (visited February 14, 2023).

Maryland Nurse Workforce Projections: 2021-2035 (2022). Maryland Hospital Association.

<https://www.mhaonline.org/docs/default-source/default-document-library/maryland-nurse-workforce-projections-globaldata.pdf>

NCLEX pass rates (2022). Maryland Board of Nursing. <https://mbon.maryland.gov/Pages/education-nclex-stats.aspx>

New RN graduates by degree type, by race/ethnicity (2022). Campaign for Action.

<https://campaignforaction.org/resource/new-rn-graduates-degree-type-raceethnicity/> August 21, 2022

Academic Programs

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OWN YOUR FUTURE

SB 774- Maryland Pathway to Nursing Program and Ad

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Maryland
Hospital Association

Senate Bill 774- Maryland Pathway to Nursing Program and Advisory Committee - Establishment

Position: *Support*

March 7, 2023

Senate Finance Committee

MHA Position

On behalf of the Maryland Hospital Association's (MHA) 60 member hospitals and health systems, we appreciate the opportunity to comment in support of Senate Bill 774.

[Maryland hospitals](#) are facing the most critical staffing shortage in recent memory. According to the most recent MHA data, RNs and LPNs/nursing assistants make up 39% of Maryland's hospital workforce.¹ One in every four nursing positions is vacant, and nearly one in five nursing assistant positions are vacant. This situation will worsen according to a 2022 [GlobalData](#) report, which estimates a statewide shortage of 5,000 full-time registered nurses and 4,000 licensed practical nurses. Without intervention, shortages could double or even triple by 2035.

MHA's [2022 State of Maryland's Health Care Workforce report](#) outlines a roadmap to ensure Maryland has the health care workforce it needs now and in the future. The recommendations focus on four areas: expand Maryland's workforce pipeline, remove barriers to health care education, retain the health care workforce, and leverage talent with new care models.

SB 774 provides a blueprint, aligned with MHA's recommendations, to grow and diversify the nursing workforce pipeline. The Maryland Pathway to Nursing Program will invest in those training to be licensed practical nurses while they work as CNAs and commit to practicing in the state—whether as LPNs or registered nurses. The program seeks to alleviate the workforce shortage, diversify the nursing workforce, and support program participants financially through assistance with tuition, supplies, and basic living expenses like food and housing.

A diverse health care workforce improves access for underserved groups, improves health outcomes, and reduces disparities. Access to wraparound services (e.g., childcare, tutoring, transportation assistance) supports nontraditional students and individuals from underserved populations to access education and complete programs. On average, 20% of nursing students will drop out, with most dropping out after the first semester.² The Maryland Pathway to Nursing Program addresses these social drivers to support success.

¹ MHA Workforce Survey – January 2023

² Nancy Elkins. Failure to Complete BSN Nursing Programs: Students' Views. 2019. Retrieved from files.eric.ed.gov/fulltext/EJ1252119.pdf.

Before expanding statewide, the bill establishes two pilot sites and creates an Advisory Committee to evaluate the time frame of the pilot, identify the focus areas and what resources are needed. This stepwise process will identify issues and address concerns prior to expanding statewide.

Over the past year, Maryland hospitals worked together to address the high demand for certified nursing assistants (CNAs) by creating an acute care CNA pathway to upskill employees. Hospitals also partnered with community colleges to establish apprenticeship programs for their employees. There is significant interest in these programs, but spots are limited. This legislation will allow the state to build on the success of these programs so Maryland can grow its own health care workforce. Demand for health care services will only increase and will require nurses and nursing assistants across the care continuum. Between 2021 and 2035, demand for RNs is expected to grow 50% in nursing homes alone.³ We need the state's support and investment now to ensure we have the health care workforce we need to care for all Marylanders.

For these reasons, we ask for a *favorable* report on SB 774.

For more information, please contact:
Erin Dorrien, Vice President, Policy
Edorrien@mhaonline.org

³ GlobalData (June, 2022). [Maryland Nurse Workforce Projections: 2021-2035](#)

SB0774.pdf

Uploaded by: Jonathan Dayton

Position: FAV



Statement of Maryland Rural Health Association (MRHA)

To the Senate Finance Committee

Chair: Senator Melony Griffith

March 7, 2023

Senate Bill 774: Maryland Pathway to Nursing Program and Advisory Committee – Establishment

POSITION: SUPPORT

Chair Griffith, Vice Chair Klausmeier and members of the Committee, the Maryland Rural Health Association (MRHA) is in SUPPORT of Senate Bill 774, Maryland Pathway to Nursing Program and Advisory Committee – Establishment.

MRHA believes that the current nursing shortage in Maryland is putting the health and safety of Marylanders at risk. According to the 2022 Maryland Health Care Workforce Report published by the Maryland Hospital Association's Task Force on Maryland's Future Health Workforce, the current number of RNs can only meet 91% of the demand for services. This is projected to shrink to only 80% of demand by 2035.¹ Workforce shortages lead to burnout and dissatisfaction among employees, and it can lead to errors being made by professionals which can lead to higher rates of morbidity and mortality for patients.²

Through supporting Senate Bill 774, you will be creating an easy pathway to nursing to increase the number of qualified and caring staff. This will lead to better patient outcomes, and a healthier Maryland.

Sincerely,

Jonathan Dayton, MS, NREMT, CNE, Executive Director

jdayton@mdruralhealth.org

¹ Maryland Hospital Association. (2022). (rep.). 2022 STATE OF MARYLAND'S HEALTH CARE WORKFORCE REPORT . Retrieved February 6, 2023, from <https://www.mhaonline.org/docs/default-source/default-document-library/2022-state-of-maryland-s-health-care-workforce-report.pdf>.

² Haddad LM, Annamaraju P, Toney-Butler TJ. Nursing Shortage. [Updated 2022 Feb 22]. In: StatPearls [Internet]. Treasure Island (FL): StatPearls Publishing; 2022 Jan-.

BaltimoreCounty_FAV_SB774.pdf

Uploaded by: Joshua Greenberg

Position: FAV



JOHN A. OLSZEWSKI, JR.
County Executive

JENNIFER AIOSA
Director of Government Affairs

AMANDA KONTZ CARR
Legislative Officer

JOSHUA M. GREENBERG
Associate Director of Government Affairs

BILL NO.: SB 774

TITLE: Maryland Pathway to Nursing Program and Advisory Committee - Establishment

SPONSOR: Senator Lam

COMMITTEE: Finance

POSITION: **SUPPORT**

DATE: March 7, 2023

Baltimore County strongly **SUPPORTS** Senate Bill 774 – Maryland Pathway to Nursing Program and Advisory Committee - Establishment. This legislation would establish the Maryland Pathway to Nursing Program in the Maryland Department of Health.

Currently, Maryland has the longest emergency room wait times in the country, a statistic which many attribute to severe understaffing in Maryland’s hospitals. This shortfall not only extends wait times, but places tremendous burdens on nursing staff that are currently in place. With an average of nearly four hour wait times, overburdened hospitals, and a shrinking pool of nursing candidates, residents throughout the State are not being afforded the world-class healthcare they deserve.

Pathway to nursing programs are vital tools for supporting workforce development and target an industry that is suffering from a critical lack of available staff. These programs provide a customized educational curriculum to train a new generation of nurses and ensure that hospitals have the personnel they need to deliver crucial healthcare services. Baltimore County has partnered with the Community College of Baltimore County and the University of Maryland to initiate a pilot program which would leverage federal ARPA dollars to fully cover the cost of training 30 participants for nursing careers. The Public Health Pathways program in Baltimore County has already drawn significant interest, with almost 500 applications submitted for 30 program seats. As a result, we are planning for program expansion as well as adding supplemental programs to meet the workforce needs of every applicant. Senate Bill 774 would greatly assist the County in its efforts to scale and expand this program. In addition, Baltimore

County stands ready to offer insights and consultation so that other jurisdictions across the State of Maryland may also address their critical healthcare and workforce needs.

Accordingly, Baltimore County requests a **FAVORABLE** report on SB 774. For more information, please contact Jenn Aiosa, Director of Government Affairs at jaiosa@baltimorecountymd.gov.

2023_SB774_Support_CCBC Nursing.pdf

Uploaded by: MaryKay DeMarco

Position: FAV



March 7, 2023

Senate Finance Committee

SB 774 - Maryland Pathway to Nursing, Program and Advisory Committee

Support

SB 774 has the potential to increase the nursing workforce in Maryland. The bill will: 1) support mobility for Certified Nursing Assistant (CNA) education through to License Practical Nursing (LPN) programs in Maryland, and 2) create a workgroup to examine other successful education mobility programs that advance high school students into coursework to prepare them for nursing education.

The nursing workforce in Maryland is decreasing due to the aging and retirement of current nurses and problems with the education pipeline due to a shortage of faculty and clinical education rotations sites.¹ The COVID-19 pandemic further affected the nursing shortage. Maryland Hospital Association (MHA) (2022) data indicate that 13,800 additional RNs and 9,200 additional LPNs will be needed by 2035.²

SB 774 will increase the number of LPNs in Maryland. LPNs are educated in 12 to 18 months (as opposed to 2-4 years for RN education). LPNs have the education to assist the health care team in acute care and long-term care facilities. MHAs 2022 Workgroup suggested removing barriers from nursing education to increase the nursing workforce. LPNs are an untapped resource and can provide the right staff mix for skilled nursing care. Many LPNs continue education to achieve registered nursing licensure through transition programs.

Traditional apprenticeship (on the job training) programs are not the solution to Maryland's nursing workforce shortage. Health care professionals need to be educated by **educators** in a purposeful manner. The innovate program proposed in **SB 774** will create assess to community college for those who cannot access nursing education opportunities. The pilot pathway program will provide financial assistance for tuition, books, fees, and living expenses needed to support student success and increase the number of LPNs and eventually RNs to reflect the diversity of the communities they serve.

I have been a community college nurse educator for over 30 years. I've stayed in the position for so long for one reason – education at this level changes lives. All students face challenges in college, particularly in professional health care programs, but I have witnessed the hardships students face firsthand. I see intelligent students who cannot succeed in nursing school because they are working full time, managing kids and partners, and trying to find time to study. I am in

the unfortunate position to see as many as 20% of nursing students at the Community College of Baltimore County unable to maintain passing grades in the program. This percent is in line with national findings, where 20% of first year Associate Degree nursing students leave the program after the first year.³ This is not due to lack of intelligence, it is due to lack of time, resources, and support systems.

Incremental steps or stackable credentials in education are manageable for working students. Wrap around services and funding could help many more Maryland students find meaning careers. Community Colleges are geared to provide support services and quality education to students. By supporting students to become Certified Nursing Assistants, students can work part time while continuing their education to become licensed practical nurses, and possibly RNs.

SB 774 could help minority students in many areas of the state achieve a college education and ultimately help increase the nursing workforce.

Thank you for a favorable vote on SB 774

Mary Kay DeMarco PhD, CNE, RN
mdemarco@ccbcmd.edu
Nursing Program Director
Community College of Baltimore County
Past President, Maryland Nurses Association

¹American Nurses Association (2022). Nurses in The Workforce. <http://www.nurseworld.org/policy/workforce/>

²Maryland Hospital Association (2022). State of Maryland's Health Care Workforce Report. <https://www.mhaonline.org/docs/default-source/default-document-library/2022-state-of-maryland-s-health-care-workforce-report.pdf>

³Olsen, J. M. (2017). Integrative review of admission factors related to associate degree nursing program success. *Journal of Nursing Education*, 56(2), 85-93. DOI: [10.3928/01484834-20170123-05](https://doi.org/10.3928/01484834-20170123-05)

2022 ACNM SB 774 Senate Side FAV.pdf

Uploaded by: Robyn Elliott

Position: FAV



Senate Finance Committee
SB 774 – Maryland Pathways to Nursing Program and Advisory Committee - Establishment
March 8, 2023
Favorable

The Maryland Affiliate of the American College of Nurse Midwives (ACNM) supports *Senate Bill 774- Maryland Pathways to Nursing Program and Advisory Committee – Establishment*. The bill provides an innovative approach to increase the graduation and licensure rates of certified nurse assistants (CNA) in licensed practical nursing (LPN) programs at community colleges. LPNs would be well positioned for success in furthering their education required to be a registered nurse.

The Maryland Pathways to Nursing Program is an innovative model that recognizes nursing students need an integrated support system in order to be successful. The program would provide support for tuition and other education costs. There are other programs that offer scholarship support, but this Program is different because it addresses the other social determinants that impact the success of nursing students. The Program’s advisory committee will develop the list of wrap around support services that would be provided, and we would expect child care to be a priority. Many nursing students face barriers to affordable child careⁱ. This problem is more difficult to overcome for students from Black and brown communities because of the lack of institutional resources.

Our state is facing a drastic nursing shortage.ⁱⁱ We need bold, new solutions to support new nursing students. We ask for a favorable report. Please contact Robyn Elliott at relliott@policypartners.net if we can provide more information.

ⁱ Díaz MI, Sánchez MS, Tanguma J. Predictors of success for Hispanic nursing students in the first BSN course. *Hisp Health Care Int.* 2012;10(2):84-92. doi:10.1891/1540-4153.10.2.84

Dolan DM, Young EA, Cesario S, Symes L. Arriving at success: Academic management by Hispanic nursing students during the first semester of a baccalaureate program. *Hisp Health Care Int.* 2015;13(3):140-50.

ⁱⁱ <https://www.mhaonline.org/docs/default-source/default-document-library/2022-state-of-maryland-s-health-care-workforce-report.pdf>

2023 MASBHC SB 774 Senate Side FAV.pdf

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Position: FAV



Committee: Senate Finance Committee

Bill: Senate Bill 774 - Maryland Pathway to Nursing Program and Advisory Committee – Establishment

Hearing Date: March 7, 2023

Position: Support

The Maryland Assembly on School-Based Health Centers (MASBHC) supports *Senate Bill 774 - Maryland Pathway to Nursing Program and Advisory Committee – Establishment*. This bill will create a Maryland Pathway to Nursing Program to increase the number of registered nursing students, registered nurses, and licensed practical nurses in the state.

MASBHC supports this bill as strategy to address health professional shortages in schools. In Maryland, there are over 85 school-based health centers (SBHCs) and many are under-staffed. Registered nurses and licensed practical nurses are qualified to work in SBHCs and having people with that skillset benefit the students utilizing the services.

We ask for a favorable report. If we can provide any additional information, please contact Robyn Elliott at relliott@policypartners.net or (443) 926-3443.

2023 MNA SB 774 Senate Side FAV.pdf

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Position: FAV



Senate Finance Committee
Senate Bill 774 – Maryland Pathway to Nursing, Program and Advisory Committee
March 8, 2023
Support

The Maryland Nurses Association (MNA) strongly supports *Senate Bill 774 - Maryland Pathway to Nursing – Program and Advisory Committee*. The bill creates a program to support nursing students early in their educational career, between certified nursing assistants (CNAs) and licensed practical nurses (LPNs).

We are facing a nursing shortage at a crisis level. According to an evaluation by the Maryland Hospital Association, we need 5,000 registered nurses (RNs) and 4,000 licensed practical nurses in today’s workforce in Maryland. In just over 10 years, the shortage is expected to grow to 13,800 RNs and 9,200 LPNs. ⁱ Maryland has been a leader in innovation in health care systems, but our path forward will be challenging because of the nursing shortage.

A Root Cause of the Nursing Shortage: Attrition from Nursing Schools

Addressing the nursing shortage requires a multi-prong strategy to address the root causes of the shortage. One critical problem is attrition from nursing educational programs. Many nursing education programs are full. In the 2016-2020 period, 74% of associate degree programs report turning away qualified applicants.ⁱⁱ Nursing schools are at capacity because of the lack of faculty and clinical placements for students.

“Every nursing student who leaves before completing their courses is not only a loss to the college or university, but also a potential loss to the nursing workforce and community.”

With the shortage of capacity at nursing schools, every student counts. We cannot afford to lose students, yet attrition rates in nursing education programs are as high as 25%. “Every nursing student who leaves before completing their courses is not only a loss to the college or university, but also a potential loss to the nursing workforce and community.”ⁱⁱⁱ

Identifying the Factors Contributing to Attrition from Nursing Schools:

There are multiple factors to attrition from nursing schools. Nursing school attrition rates are high because:

- **Older Students Mean More Family Commitments.** Many nursing students are older, and nursing may be a second career. In community college nursing programs, 42% of students are 30 years of age or older.^{iv} Older students have advantages, as they bring maturity and a depth of experience to their studies. However, older students are also more likely to have family commitments including child care and elder care.^v
- **Working Students Face More Challenges:** Nursing school is rigorous, requiring a significant amount of time to focus on both the didactic and supervised clinical education components. Many nursing students enter the field as certified nursing assistants (CNAs). For these students, “(w)ork hours are patchworks of part-time work coupled with demanding stretches of overtime.”^{vi} Studies show that working more than 15 hours a week increased the risk of failure in nursing school.^{vii}
- **Race factors into high attrition rates.** Attrition rates for nursing school are higher for Black and brown students. The reasons are multi-faceted and include lack of mentors, more challenges with work and family commitments, and a higher likelihood of English being a second language.^{viii}

Maryland Pathway to Nursing Program: Boosting the Success of Nursing Students through Stackable Credentials

The Maryland Pathway to Nursing Program is designed to boost the success of nursing students early in their educational careers. The program will customize supports for students to allow them to complete their (LPN) degree, recognizing that a high number of LPN students work through school as CNAs. With an LPN degree, nurses can make meaningful contributions to the nursing field. At the same time, they are better-positioned to complete their pathway to become an RN as they will have: 1) a higher degree of financial security; 2) a firm grounding in the skillset needed for academic success; and 3) clinical experience relevant to their studies. Through a system of “stackable credentials”, individuals can progress in their nursing careers while working.

We ask for a favorable report. The Maryland Pathways to Nursing Program offers an innovative strategy to boost the success of nursing students and reduce the nursing shortage. If we can provide additional information as the Committee considers this important legislation, please contact Robyn Elliott at relliott@policypartners.net.

ⁱ *Maryland Nurse Workforce Projections: 2021-2035* (2022). Maryland Hospital Association.
<https://www.mhaonline.org/docs/default-source/default-document-library/maryland-nurse-workforce-projections-globaldata.pdf>

ⁱⁱ https://www.nln.org/docs/default-source/uploadedfiles/research-statistics/percentage-of-programs-that-turned-away-qualified-applicants-2016-2020.pdf?sfvrsn=2441a10d_0

ⁱⁱⁱ <https://www.proquest.com/openview/34def0879a504c42609100bdb4b7d8fe/1?pq-origsite=gscholar&cbl=18750&diss=y>

^{iv} https://www.nln.org/docs/default-source/uploadedfiles/newsroom/nursing-education-statistics/percentage-of-students-over-age-30-by-program-type-2014-pdf.pdf?sfvrsn=c55d10d_0

^v Jeffreys, M.R. (2012). *Nursing student retention: Understanding the process and making a difference*. New York, NY: Springer

^{vi} <https://www.newamerica.org/education-policy/edcentral/we-need-to-fix-the-broken-nursing-career-pathwayheres-how/>

^{vii} Carnevale, A. P., & Smith, N. (2018). *Balancing work and learning: Implications for low-income students*. Georgetown University, Center on Education and the Workforce.

^{viii} Loftin C, Newman SD, Dumas BP, Gilden G, Bond ML. Perceived barriers to success for minority nursing students: an integrative review. *ISRN Nurs.* 2012;2012:806543. doi: 10.5402/2012/806543. Epub 2012 May 30. PMID: 22701183; PMCID: PMC3369480.

2023 MNA SB 774 Senate Side FAV.pdf

Uploaded by: Robyn Elliott

Position: FAV



Senate Finance Committee
Senate Bill 774 – Maryland Pathway to Nursing, Program and Advisory Committee
March 8, 2023
Support

The Maryland Nurses Association (MNA) strongly supports *Senate Bill 774 - Maryland Pathway to Nursing – Program and Advisory Committee*. The bill creates a program to support nursing students early in their educational career, between certified nursing assistants (CNAs) and licensed practical nurses (LPNs).

We are facing a nursing shortage at a crisis level. According to an evaluation by the Maryland Hospital Association, we need 5,000 registered nurses (RNs) and 4,000 licensed practical nurses in today’s workforce in Maryland. In just over 10 years, the shortage is expected to grow to 13,800 RNs and 9,200 LPNs. ⁱ Maryland has been a leader in innovation in health care systems, but our path forward will be challenging because of the nursing shortage.

A Root Cause of the Nursing Shortage: Attrition from Nursing Schools

Addressing the nursing shortage requires a multi-prong strategy to address the root causes of the shortage. One critical problem is attrition from nursing educational programs. Many nursing education programs are full. In the 2016-2020 period, 74% of associate degree programs report turning away qualified applicants.ⁱⁱ Nursing schools are at capacity because of the lack of faculty and clinical placements for students.

“Every nursing student who leaves before completing their courses is not only a loss to the college or university, but also a potential loss to the nursing workforce and community.”

With the shortage of capacity at nursing schools, every student counts. We cannot afford to lose students, yet attrition rates in nursing education programs are as high as 25%. “Every nursing student who leaves before completing their courses is not only a loss to the college or university, but also a potential loss to the nursing workforce and community.”ⁱⁱⁱ

Identifying the Factors Contributing to Attrition from Nursing Schools:

There are multiple factors to attrition from nursing schools. Nursing school attrition rates are high because:

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- **Working Students Face More Challenges:** Nursing school is rigorous, requiring a significant amount of time to focus on both the didactic and supervised clinical education components. Many nursing students enter the field as certified nursing assistants (CNAs). For these students, “(w)ork hours are patchworks of part-time work coupled with demanding stretches of overtime.”^{vi} Studies show that working more than 15 hours a week increased the risk of failure in nursing school.^{vii}
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Maryland Pathway to Nursing Program: Boosting the Success of Nursing Students through Stackable Credentials

The Maryland Pathway to Nursing Program is designed to boost the success of nursing students early in their educational careers. The program will customize supports for students to allow them to complete their (LPN) degree, recognizing that a high number of LPN students work through school as CNAs. With an LPN degree, nurses can make meaningful contributions to the nursing field. At the same time, they are better-positioned to complete their pathway to become an RN as they will have: 1) a higher degree of financial security; 2) a firm grounding in the skillset needed for academic success; and 3) clinical experience relevant to their studies. Through a system of “stackable credentials”, individuals can progress in their nursing careers while working.

We ask for a favorable report. The Maryland Pathways to Nursing Program offers an innovative strategy to boost the success of nursing students and reduce the nursing shortage. If we can provide additional information as the Committee considers this important legislation, please contact Robyn Elliott at relliott@policypartners.net.

ⁱ *Maryland Nurse Workforce Projections: 2021-2035* (2022). Maryland Hospital Association.
<https://www.mhaonline.org/docs/default-source/default-document-library/maryland-nurse-workforce-projections-globaldata.pdf>

ⁱⁱ https://www.nln.org/docs/default-source/uploadedfiles/research-statistics/percentage-of-programs-that-turned-away-qualified-applicants-2016-2020.pdf?sfvrsn=2441a10d_0

ⁱⁱⁱ <https://www.proquest.com/openview/34def0879a504c42609100bdb4b7d8fe/1?pq-origsite=gscholar&cbl=18750&diss=y>

^{iv} https://www.nln.org/docs/default-source/uploadedfiles/newsroom/nursing-education-statistics/percentage-of-students-over-age-30-by-program-type-2014-pdf.pdf?sfvrsn=c55d10d_0

^v Jeffreys, M.R. (2012). *Nursing student retention: Understanding the process and making a difference*. New York, NY: Springer

^{vi} <https://www.newamerica.org/education-policy/edcentral/we-need-to-fix-the-broken-nursing-career-pathwayheres-how/>

^{vii} Carnevale, A. P., & Smith, N. (2018). *Balancing work and learning: Implications for low-income students*. Georgetown University, Center on Education and the Workforce.

^{viii} Loftin C, Newman SD, Dumas BP, Gilden G, Bond ML. Perceived barriers to success for minority nursing students: an integrative review. *ISRN Nurs.* 2012;2012:806543. doi: 10.5402/2012/806543. Epub 2012 May 30. PMID: 22701183; PMCID: PMC3369480.

LeadingAge Maryland - 2023 - SB 774 - MD Pathways

Uploaded by: Aaron Greenfield

Position: FWA



576 Johnsville Road
Sykesville, MD 21784

TO: Finance Committee
FROM: LeadingAge Maryland
SUBJECT: Senate Bill 774, Maryland Pathway to Nursing Program and Advisory Committee – Establishment
DATE: March 7, 2023
POSITION: **Favorable with Amendment**

LeadingAge Maryland supports with an amendment on Senate Bill 774, Maryland Pathway to Nursing Program and Advisory Committee – Establishment

LeadingAge Maryland is a community of more than 140 not-for-profit aging services organizations serving residents and clients through continuing care retirement communities, affordable senior housing, assisted living, nursing homes and home and community-based services. Members of LeadingAge Maryland provide health care, housing, and services to more than 20,000 older persons each year. Our mission is to be the trusted voice for aging in Maryland, and our vision is that Maryland is a state where older adults have access to the services they need, when they need them, in the place they call home. We partner with consumers, caregivers, researchers, public agencies, faith communities and others who care about aging in Maryland.

Senate Bill 774 establishes the Maryland Pathway to Nursing Program in the Maryland Department of Health. Before the Secretary of Health implements the program statewide, the Secretary must implement a pilot program at community colleges in at least two geographically diverse areas in the state that offer licensed practical nursing programs. Under the legislation, a Maryland Pathway to Nursing Advisory Committee will be formed to assist the Secretary in the development and implementation of the program.

There are a variety of barriers and factors that might keep an individual from pursuing and attaining additional education and/or licensures. Given the shortage of clinicians and caregivers throughout our state, which has only been exacerbated by the COVID-19 pandemic, it is important that individuals who wish to further their nursing education and licensure are given

every opportunity to do so. There are not enough individuals working in the fields of healthcare and aging services to meet the needs of Marylanders needing support and care. Importantly, this bill seeks to support professional growth for certified nursing assistants, who are truly the backbone of our healthcare system.

Amendment: Importantly, Senate Bill 774 establishes a Maryland Pathway to Nursing Advisory Committee. LeadingAge Maryland respectfully requests that it is included in this Advisory Committee.

LeadingAge Maryland is invested in ensuring that professionals who are qualified to deliver care in places that most need it, like nursing homes, are allowed growth and a facilitated opportunity to do so.

For these reasons, LeadingAge Maryland respectfully requests a favorable report with amendment on Senate Bill 774.

**For more information, please contact Aaron J. Greenfield, Greenfield Law, LLC,
410.446.1992**

HFAM Testimony SB 774.pdf

Uploaded by: Joseph DeMattos

Position: FWA



**TESTIMONY BEFORE THE
SENATE FINANCE COMMITTEE**

March 7, 2023

Senate Bill 774: Maryland Pathway to Nursing Program and Advisory
Committee – Establishment
Written Only Testimony

POSITION: FAVORABLE WITH AMENDMENT

On behalf of the members of the Health Facilities Association of Maryland (HFAM), we appreciate the opportunity to express our support with amendment for Senate Bill 774. HFAM represents skilled nursing centers and assisted living communities in Maryland, as well as associate businesses that offer products and services to healthcare providers. Our members provide services and employ individuals in nearly every jurisdiction of the state.

Senate Bill 774 establishes the Maryland Pathway to Nursing Program in the Maryland Department of Health; requires the Secretary of Health to establish a certain pilot program before implementing the Program statewide; requires the Secretary to report annually to the Governor and the General Assembly on the implementation of the Program; and establishes the Maryland Pathway to Nursing Advisory Committee to assist the Secretary in the development and implementation of the Program.

We respectfully request that SB 774 be amended to add the Health Facilities Association of Maryland (HFAM) and LeadingAge Maryland to the Advisory Committee. We believe that the expertise of leaders from each organization will add value and insight to the Committee. Both organizations, in addition to the organizations already listed in the legislation, represent a diverse membership that should be included when discussing issues related to the nursing workforce.

Healthcare today, especially nursing, faces the greatest shortage and the most tremendous opportunity in workforce development in a generation. To meet this opportunity and succeed, we must deploy new tools and create innovative public-private partnerships.

Workforce recruitment and retention challenges have only grown worse over the last several years. This legislation is important to ensure that we continue to find solutions to staffing challenges and remove barriers to entry for those pursuing a career in nursing in order to produce more licensed professionals across the continuum. Together we have a tremendous opportunity to place resources that support nurses and alleviate the shortage of nursing professionals.

For these reasons, and with the proposed amendment, we request a favorable report from the Committee on Senate Bill 774.

Submitted by:
Joseph DeMattos, Jr.
President and CEO
(410) 290-513

230306-SB774-Nursing-program.pdf

Uploaded by: Christine Hunt

Position: UNF

Christine Hunt and Jay Crouthers
1014 Dockser Drive
Crownsville, MD 21032

March 6, 2023

Maryland General Assembly
Members of the Finance Committee
Annapolis, MD

RE: SB 774 – Maryland Pathway to Nursing Program and Advisory Committee - Establishment

Dear Senators,

We oppose SB 774 and respectfully request that you vote against it.

Why does another program need to be created – this one to encourage people to become nurses?

Can't existing educational institutions partner with local hospitals and medical professionals to promote their nursing degrees to increase attendance and supply qualified nurses?

We don't see this topic as one that the State should be addressing and do not want our tax dollars to fund it.

The bigger question is why is there a nursing shortage? Could it be that many qualified nurses were forced out of their jobs due to the Covid-19 vaccine mandate? And now the hospitals are feeling the pinch due to the government's and their own regulations? If mandates are still in place to administer vaccinations that are unwanted by the general public, then maybe the policies that created the shortage of nurses needs to be addressed and reversed.

Creating a State program to fix the problem is perhaps not addressing the underlying cause of the problem.

Sincerely,

Christine Hunt and Jay Crouthers

2023 SB774 Written Testimony.pdf

Uploaded by: Deborah Brocato

Position: UNF



Opposition Statement SB774

Maryland Pathway to Nursing Program and Advisory Committee - Established
Deborah Brocato, Legislative Consultant
Maryland Right to Life

We Oppose SB774

On behalf of our 200,000 followers across the state, we respectfully object to SB774. While providing support for certified nursing assistants and licensed practical nurses to become registered nurses is a positive in general, we oppose the program being used to recruit participants into the abortion industry workforce. We oppose any funds for this bill being used to fund the training of participants for the abortion industry. We oppose this committee being used for the purpose of promoting the abortion industry through this program. Maryland Right to Life strongly recommends an amendment added with language that would exclude abortion funding and exclude recruitment of participants for the abortion workforce.

In addition to the taxpayer funding of participants for the abortion industry, Maryland Right to Life opposes the further erosion of medical care for the women and girls of Maryland. Surgical and medical abortions carry a risk of injury up to and including death. Surgical abortions are invasive and the woman or girl risks injuries including a punctured uterus, incomplete abortion, lacerations to the vagina and cervix, sepsis, and death. The risks for a woman or girl taking the abortion pill include hemorrhage, sepsis, incomplete abortion, menstrual abnormalities and death. The women and girls of Maryland deserve the care of trained, licensed physicians. The Abortion Care Access Act of 2022 removed the physician requirement for women and girls seeking abortion. This bill further reduces the quality of medical care that women and girls receive in Maryland.

Maryland is one of only 4 states that forces taxpayer funding of abortion. Maryland taxpayers should not be forced to subsidize the recruitment and training of workers for the abortion industry, especially workers that put the health of women and girls in jeopardy. The state of Maryland must not continue to sponsor the abortion industry in its taxpayer funded programs.

Americans oppose taxpayer funding of abortion. The 2023 Marist poll shows that 60% of Americans, pro-life and pro-choice, oppose taxpayer funding of abortion. 81% of Americans favor public funds being prioritized for health and family planning services that save the lives of mothers and their children including programs for improving maternal health and birth and delivery outcomes, well baby care and parenting classes.

For these reasons, we ask for an unfavorable report on **SB774**.

9 - SB 774 - FIN - MDH - LOI.docx.pdf

Uploaded by: State of Maryland (MD)

Position: INFO



Wes Moore, Governor · Aruna Miller, Lt. Governor · Laura Herrera Scott, M.D., M.P.H., Secretary

March 7, 2023

The Honorable Melony G. Griffith
Chair, Senate Finance Committee
3 East, Senate Office Building
Annapolis, MD 21401

RE: SB 774 – Maryland Pathway to Nursing Program and Advisory Committee – Establishment – Letter of Information

Dear Chair Griffith and Committee Members:

The Maryland Department of Health (MDH) respectfully submits this letter of information for Senate Bill (SB) - 774 - Maryland Pathway to Nursing Program and Advisory Committee – Establishment. SB 774 establishes the Maryland Pathway to Nursing Program in MDH to provide financial assistance for tuition and other support services for certified nursing assistants in licensed practical nursing (LPN) educational programs who intend to practice as LPNs or continue on to become registered nurses (RN).

Creating a pathway to RN licensure is needed to support the state’s healthcare needs. However, MDH is not the appropriate state agency for programs that focus on career development, higher education programming, and direct financial assistance. The requirements of this bill are more appropriate for the Maryland Higher Education Commission (MHEC) and the Maryland Department of Labor (DoL). Specifically, MHEC administers financial awards through the Workforce Shortage Student Assistance Grant Program for students who plan to work in specific career programs, including nursing.¹ DoL administers the Career Pathways for Health Care Workers Program, established by Senate Bill 518 (2022), to provide matching grants to employers for training programs attended by health care workers.²

If enacted as drafted, this bill will have a significant fiscal and operational impact on MDH. MDH will need to establish new workflows, program operations, and hire at least four full-time employees to fulfill the minimum requirements of this legislation. This new program in the MDH will be responsible for the creation and management of the Advisory Committee, implementing the Pilot program, designing a fiscal system to process individual financial assistance, promulgating policies and regulations, and overseeing the drafting and submission of required reports.

¹ https://mhec.maryland.gov/preparing/Pages/FinancialAid/ProgramDescriptions/prog_WSSAG.aspx

² <https://mgaleg.maryland.gov/mgaweb/Legislation/Details/sb0518/?ys=2022rs>

If you would like to discuss this further, please do not hesitate to contact Megan Peters, Acting Director of Governmental Affairs at megan.peters@maryland.gov or (410) 260-3190.

Sincerely,

A handwritten signature in blue ink, appearing to read "LH Scott".

Laura Herrera Scott, M.D., M.P.H.
Secretary