



Maryland
Hospital Association

January 30, 2024

To: The Honorable Pamela Beidle, Senate Finance Committee

Re: Letter of Support - Senate Bill 3 – Health Occupations- Service Members, Veterans, and Military Spouses – Temporary Licensure, Certification, Registration, and Permitting

Dear Chair Beidle:

On behalf of the Maryland Hospital Association’s (MHA) 62 member hospitals and health systems, we appreciate the opportunity to comment in support of Senate Bill 3.

Maryland hospitals continue to experience workforce shortages. The latest data show the positions with the highest vacancy rates in Maryland hospitals are:

- Surgical technicians, 17.8%
- Licensed practical nurses (LPN), 16.8%
- Nurse practitioners, 12.3%
- Registered nurses (RN), 12.1%

Vacancies for RNs vary by region. In Southern Maryland, for example, the vacancy rate is more than double the statewide rate—30.6%.

A 2022 [GlobalData](#) report estimates a statewide shortage of 5,000 full-time RNs and 4,000 LPNs. 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 into the future.

The report recommends Maryland leverage the state’s military bases by launching a “Green to Blue” campaign to help discharged and retired military personnel with caregiver experience work in hospitals. We must invite every qualified health care worker to join the workforce. This includes our service members who have valuable training and experience. Easing the transition to working in a civilian capacity would benefit the entire health care system.

The health occupations boards play an important role in supporting the health care workforce. It is important to implement process improvements that reduce the time needed to issue a license to a qualified health care worker. This bill could help ensure Maryland does not lose health care workers with valuable experience to neighboring states where there are fewer barriers for military service members and their spouses.

For these reasons, we request a *favorable* report on SB 3.

For more information, please contact:

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