

# SENATE BILL 518

K3, J2, J3

2lr1844  
CF HB 821

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By: **Senator Augustine**

Introduced and read first time: January 28, 2022

Assigned to: Finance

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Committee Report: Favorable with amendments

Senate action: Adopted

Read second time: March 9, 2022

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## CHAPTER \_\_\_\_\_

1 AN ACT concerning

2 **Career Pathways for Health Care Workers Program**

3 FOR the purpose of establishing the Career Pathways for Health Care Workers Program  
4 in the Maryland Department of Labor for the purpose of providing matching grants  
5 to eligible employers for training programs attended by health care workers; and  
6 generally relating to the Career Pathways for Health Care Workers Program.

7 BY adding to

8 Article – Labor and Employment

9 Section 11–1501 through 11–1507 to be under the new subtitle “Subtitle 15. Career  
10 Pathways for Health Care Workers Program”

11 Annotated Code of Maryland

12 (2016 Replacement Volume and 2021 Supplement)

13 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,  
14 That the Laws of Maryland read as follows:

15 **Article – Labor and Employment**

16 **SUBTITLE 15. CAREER PATHWAYS FOR HEALTH CARE WORKERS PROGRAM.**

17 **11–1501.**

18 **(A) IN THIS SUBTITLE THE FOLLOWING WORDS HAVE THE MEANINGS**  
19 **INDICATED.**

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EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.

Underlining indicates amendments to bill.

~~Strike out~~ indicates matter stricken from the bill by amendment or deleted from the law by amendment.



1 (B) "DIVISION" MEANS THE DIVISION OF WORKFORCE DEVELOPMENT AND  
2 ADULT LEARNING.

3 (C) "ELIGIBLE EMPLOYER" MEANS A HOSPITAL OR RELATED INSTITUTION  
4 AS THOSE TERMS ARE DEFINED IN § 19-301 OF THE HEALTH – GENERAL ARTICLE.

5 (D) "HEALTH CARE WORKER" MEANS:

6 (1) A WORKER LICENSED OR CERTIFIED UNDER TITLE 8 OF THE  
7 HEALTH OCCUPATIONS ARTICLE; OR

8 (2) ANY OTHER INDIVIDUAL EMPLOYED BY AN ELIGIBLE EMPLOYER  
9 WHO PROVIDES PERSONAL CARE, ASSISTANCE, OR TREATMENT SERVICES DIRECTLY  
10 TO PATIENTS OR RESIDENTS IN THE COURSE OF THE WORKER'S REGULAR DUTIES.

11 (E) "HBCU" INCLUDES:

12 (1) BOWIE STATE UNIVERSITY;

13 (2) COPPIN STATE UNIVERSITY;

14 (3) MORGAN STATE UNIVERSITY; AND

15 (4) THE UNIVERSITY OF MARYLAND EASTERN SHORE.

16 (F) "PROGRAM" MEANS THE CAREER PATHWAYS FOR HEALTH CARE  
17 WORKERS PROGRAM.

18 (G) "TRAINING PROGRAM" MEANS A TRAINING PROGRAM PROVIDED FOR  
19 HEALTH CARE WORKERS BY AN HBCU OR A COMMUNITY COLLEGE.

20 11-1502.

21 (A) THERE IS A CAREER PATHWAYS FOR HEALTH CARE WORKERS  
22 PROGRAM IN THE DEPARTMENT.

23 (B) THE DIVISION SHALL ADMINISTER THE PROGRAM.

24 (C) THE DIVISION MAY ADOPT REGULATIONS TO IMPLEMENT THE  
25 PROGRAM.

26 11-1503.

1 (A) THE PURPOSE OF THE PROGRAM IS TO PROVIDE MATCHING GRANTS TO  
2 ELIGIBLE EMPLOYERS THAT PAY FOR TRAINING PROGRAMS ATTENDED BY HEALTH  
3 CARE WORKERS.

4 (B) THE GOAL OF THE PROGRAM IS TO PROVIDE INCREASED  
5 OPPORTUNITIES FOR HEALTH CARE WORKERS TO RECEIVE TRAINING ACROSS THE  
6 STATE.

7 11-1504.

8 (A) EACH YEAR, THE DIVISION SHALL ISSUE A REQUEST FOR APPLICATIONS  
9 FROM ELIGIBLE EMPLOYERS FOR MATCHING GRANTS OFFERED UNDER THE  
10 PROGRAM.

11 (B) TO RECEIVE A MATCHING GRANT UNDER THE PROGRAM, AN ELIGIBLE  
12 EMPLOYER SHALL SUBMIT TO THE DIVISION AN APPLICATION WHICH SHALL  
13 INCLUDE:

14 (1) A LIST OF TRAINING PROGRAMS THAT HEALTH CARE WORKERS  
15 HAVE REQUESTED TO ATTEND DURING THE IMMEDIATELY FOLLOWING CALENDAR  
16 YEAR;

17 (2) A LIST OF TRAINING PROGRAMS THAT A PARTICIPATING ELIGIBLE  
18 EMPLOYER HAS IDENTIFIED BASED ON CURRENT LABOR MARKET NEEDS;

19 (3) THE COST OF ANY TRAINING PROGRAMS THAT HEALTH CARE  
20 WORKERS HAVE ~~REQUESTED TO ATTEND~~ ATTENDED DURING THE IMMEDIATELY  
21 ~~FOLLOWING~~ PRECEDING CALENDAR YEAR AND FOR WHICH ~~AN~~ THE ELIGIBLE  
22 EMPLOYER ~~HAS~~ AGREED TO PAY;

23 ~~(3)~~ (4) SUFFICIENT DETAIL ABOUT A TRAINING PROGRAM TO  
24 ALLOW THE DIVISION TO ENSURE THAT THE TRAINING PROGRAM MEETS THE  
25 REQUIREMENTS OF THIS SUBTITLE; AND

26 ~~(4)~~ (5) AN ASSURANCE THAT THE TRAINING PROGRAM SHALL BE  
27 PROVIDED AT NO COST TO A HEALTH CARE WORKER.

28 11-1505.

29 (A) IN EVALUATING THE APPLICATIONS SUBMITTED UNDER § 11-1504 OF  
30 THIS SUBTITLE AND SELECTING ELIGIBLE EMPLOYERS TO RECEIVE A MATCHING  
31 GRANT UNDER THE PROGRAM, THE DIVISION SHALL SECURE MATCHING CASH  
32 CONTRIBUTIONS OR OTHER CONSIDERATION FOR TRAINING PROGRAMS DURING

1 THE IMMEDIATELY FOLLOWING CALENDAR YEAR IN AN AMOUNT AT LEAST EQUAL IN  
2 VALUE TO THE AMOUNT REQUESTED FROM THE PROGRAM.

3 (B) (1) THE DIVISION MAY NOT AWARD A MATCHING GRANT THAT  
4 EXCEEDS \$50,000 EACH YEAR TO AN ELIGIBLE EMPLOYER.

5 (2) IF THE DIVISION RECEIVED APPLICATIONS FOR MATCHING  
6 GRANTS TOTALING MORE THAN THE AMOUNT OF FUNDS APPROPRIATED FOR THE  
7 PROGRAM FOR A FISCAL YEAR, THE DIVISION SHALL AWARD THE GRANTS ON A PRO  
8 RATA BASIS.

9 (C) A MATCHING GRANT AWARDED UNDER THE PROGRAM SHALL BE VALID  
10 FOR 1 CALENDAR YEAR.

11 (D) AN ELIGIBLE EMPLOYER RECEIVING A MATCHING GRANT UNDER THE  
12 PROGRAM SHALL USE THE GRANT TO SUPPLEMENT, AND NOT SUPPLANT, THE  
13 AMOUNT OF FUNDS THAT, IN THE ABSENCE OF THE GRANT, WOULD BE AVAILABLE  
14 TO PAY FOR THE TRAINING PROGRAMS TO BE ATTENDED BY HEALTH CARE WORKERS  
15 DURING THE IMMEDIATELY FOLLOWING CALENDAR YEAR.

16 (E) AN ELIGIBLE EMPLOYER RECEIVING A GRANT UNDER THE PROGRAM  
17 SHALL:

18 (1) PROVIDE TO EACH HEALTH CARE WORKER WHO IS CONSIDERING  
19 ENROLLING IN A TRAINING PROGRAM INFORMATION RELATING TO THE WAGE  
20 INCREASE REQUIRED TO BE PROVIDED UNDER ITEM (2) OF THIS SUBSECTION TO  
21 HEALTH CARE WORKERS ON COMPLETION OF A TRAINING PROGRAM; AND

22 (2) PROVIDE A ~~10%~~ WAGE INCREASE THAT IS COMMENSURATE WITH  
23 CURRENT LABOR MARKET TRENDS TO A HEALTH CARE WORKER WHO COMPLETES  
24 AND RECEIVES A CERTIFICATION FOR A TRAINING PROGRAM FOR WHICH A GRANT  
25 HAS BEEN AWARDED UNDER THE PROGRAM.

26 (F) (1) IF AN ELIGIBLE EMPLOYER AND AN EMPLOYEE ORGANIZATION OR  
27 UNION BARGAIN COLLECTIVELY TO CREATE A TRAINING AND UPGRADING FUND  
28 THAT PROVIDES EDUCATIONAL AND JOB TRAINING PROGRAMS AND BENEFITS  
29 HEALTH CARE WORKERS, ANY GRANT MONEY FOR AN EMPLOYEE WHO IS A MEMBER  
30 OF A BARGAINING UNIT AWARDED TO THE EMPLOYER UNDER THE PROGRAM SHALL  
31 PASS THROUGH THE FUND.

32 (2) THE TRAINING AND UPGRADING FUND SHALL REPORT TO THE  
33 DIVISION, IN THE MANNER SPECIFIED BY THE DIVISION, WHEN GRANT MONEY IS  
34 EXPENDED BY THE TRAINING AND UPGRADING FUND.

1 11-1506.

2 (A) FOR EACH FISCAL YEAR, THE GOVERNOR SHALL INCLUDE IN THE  
3 ANNUAL BUDGET BILL AN APPROPRIATION OF AT LEAST \$1,000,000 FOR THE  
4 PROGRAM.

5 (B) APPROPRIATIONS AND EXPENDITURES MADE FOR THE PURPOSE OF  
6 IMPLEMENTING THE PROGRAM, INCLUDING THE USE OF ANY FUNDS RECEIVED BY A  
7 PERSON UNDER ANY COMPONENT OF THE PROGRAM, ARE SUBJECT TO AUDIT BY  
8 THE OFFICE OF LEGISLATIVE AUDITS AS PROVIDED IN § 2-1220 OF THE STATE  
9 GOVERNMENT ARTICLE.

10 11-1507.

11 (A) ON OR BEFORE DECEMBER 1 EACH YEAR, BEGINNING IN 2023, THE  
12 DIVISION SHALL REPORT TO THE SENATE FINANCE COMMITTEE AND THE HOUSE  
13 HEALTH AND GOVERNMENT OPERATIONS COMMITTEE, IN ACCORDANCE WITH §  
14 2-1257 OF THE STATE GOVERNMENT ARTICLE, ON:

15 (1) THE AMOUNT OF GRANT FUNDS PROVIDED TO ELIGIBLE  
16 EMPLOYERS FOR TRAINING PROGRAMS DURING THE REPORTING PERIOD;

17 (2) THE NUMBER OF HEALTH CARE WORKERS WHO ATTENDED  
18 TRAINING PROGRAMS FOR WHICH GRANT FUNDS WERE USED DURING THE  
19 REPORTING PERIOD; AND

20 (3) THE HBCUS OR COMMUNITY COLLEGES WHICH PROVIDED  
21 TRAINING PROGRAMS TO HEALTH CARE WORKERS AND FOR WHICH GRANT FUNDS  
22 WERE USED DURING THE REPORTING PERIOD.

23 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect  
24 October 1, 2022.

Approved:

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Governor.

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President of the Senate.

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Speaker of the House of Delegates.