



Board of Nursing

Larry Hogan, Governor · Boyd K. Rutherford, Lt. Governor · Dennis R. Schrader, Secretary

February 24, 2022

The Honorable Delores G. Kelley
Chair, Senate Finance Committee
3 East Miller Senate Office Building
Annapolis, MD 21401-1991

RE: SB 518 – Career Pathways for Health Care Workers Program – Letter of Support with Amendments

Dear Chair Kelley and Committee Members:

The Maryland Board of Nursing (the Board) respectfully submits this letter of support with amendments to Senate Bill (SB) 518 – Career Pathways for Health Care Workers Program. This bill establishes the Career Pathways for Health Care Workers Program in the Maryland Department of Labor for the purpose of providing matching grants to eligible employers for training programs attended by health care workers.

The costs related to attending a training program can often deter and prevent individuals from pursuing higher education in nursing. SB 518 provides a secure funding source that empowers employees to take advantage of an opportunity to progress in their careers. The Board is strongly in support of providing an avenue for health care workers to receive training in the different disciplines of nursing. It is imperative, in times of the nursing workforce shortage, to not only attract individuals to the health care field but also offer current health practitioners a chance to explore clinical career ladders.

The Board, however, concluded that training programs for health care workers should follow existing laws and regulations governing the requirements for approval. The Board, working in tandem with the Maryland Higher Education Commission (MHEC), thoroughly evaluates: (1) federal and state compliance; (2) faculty qualifications; (3) curriculum structure; and (4) student evaluations and readiness for practice. As such, the Board respectfully submits the following amendments to reflect current standards.

Section 11-501(g). On page 2. Lines 15-16

(G) “TRAINING PROGRAM” MEANS:

(1) A TRAINING PROGRAM PROVIDED FOR HEALTH CARE WORKERS BY AN HBCU OR A COMMUNITY COLLEGE, MEETING APPLICABLE STANDARDS AND APPROVED BY THE MARYLAND HIGHER EDUCATION COMMISSION AND ANY OTHER ENTITIES AS APPLICABLE; AND

(2) IF THE HEALTH CARE WORKER IS, OR SEEKS, TO BE LICENSED OR CERTIFIED UNDER TITLE 8 OF THE HEALTH OCCUPATIONS ARTICLE, A TRAINING PROGRAM PROVIDED BY AN HBCU OR A COMMUNITY COLLEGE THAT IS APPROVED BY THE MARYLAND BOARD OF NURSING.

Section 11-504(b). On page 3. After Line 19.

(4) IF THE HEALTH CARE WORKERS ARE, OR SEEK, TO BE LICENSED OR CERTIFIED UNDER TITLE 8 OF THE HEALTH OCCUPATIONS ARTICLE, DOCUMENTATION THAT THE TRAINING PROGRAM IS APPROVED BY THE MARYLAND BOARD OF NURSING AS MEETING APPLICABLE REQUIREMENTS FOR NURSING EDUCATION PROGRAMS; AND

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

For the reasons discussed above, the Board of Nursing respectfully submits this letter of support with amendments for SB 518.

For more information, please contact Iman Farid, Health Policy Analyst, at (410) 585 – 1536 (iman.farid@maryland.gov) or Rhonda Scott, Deputy Director, at (410) 585 – 1953 (rhonda.scott2@maryland.gov).

Sincerely,



Gary N. Hicks
Board President

The opinion of the Board expressed in this document does not necessarily reflect that of the Department of Health or the Administration.