

**SB 518\_MACC\_FAV\_B.Phillips.pdf**

Uploaded by: Brad Phillips

Position: FAV



SENATE FINANCE COMMITTEE  
TESTIMONY

Submitted by Dr. Brad Phillips, Executive Director

February 24, 2022

**SB 518 - -Career Pathways for Health Care Workers Program**  
**POSITION: Support**

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The Maryland Association of Community Colleges (MACC), representing Maryland's 16 public two-year institutions of postsecondary education, offers our support for SB 518 and thanks the sponsor for introducing a program that can address the current health care crisis in Maryland. This legislation creates a matching grant for employers of health care workers to pay for employee training programs. The grant calls for a minimum \$1M annual appropriation to be distributed by the Department of Labor's Division of Workforce Development and Adult Learning to eligible employers.

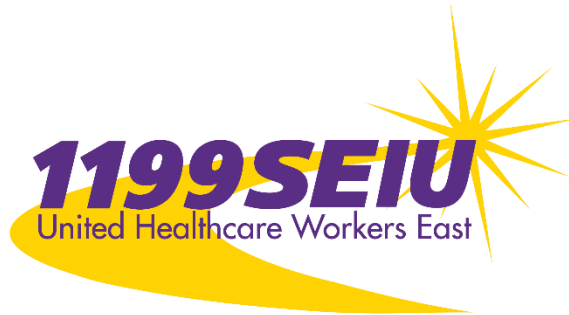
Maryland's community colleges are the state's largest providers of training for numerous health care professions including nurses (LPN, ADN and CNA), paramedics, emergency management personnel, respiratory therapy, radiologists and more. In addition, we have a long history of providing short-term training programs to support healthcare professions such as laboratory technicians, medical assistants, personal caregivers, geriatric aids, clinical assistants, and mental health aids. These programs are often the first step for employees choosing to enter a career pathway in the healthcare industry. Community colleges also have the experience of working with their local area businesses and industries to customize employer-specific training programs.

Our institutions are ready to help employers fill their healthcare workforce rosters and ask that the Committee give this legislation a favorable report.

# **SB518 Nina Testimony.pdf**

Uploaded by: BRIG DUMAIS

Position: FAV



Testimony on SB518  
Career Pathways for Healthcare Workers Program  
Position: **FAVORABLE**

To Chair Kelley & Members of the Senate Finance Committee,

My name is Nina Scroggins. I am a cook at a hospital located in Baltimore County and a member of 1199SEIU, the largest healthcare workers union in the country. I have 10,000 union comrades who live and work in Maryland/DC. I'm testifying to ask you to issue a favorable report on SB518 to create career pathway programs for healthcare workers like me.

Creating opportunities for more workforce training will allow healthcare workers like me to advance in our field and earn higher wages. One time, I wanted to go for a promotion at the facility where I work. They told me I could get the promotion, but my pay rate would stay the same because I did not have one qualification. It made me feel discouraged to hear management say they would accept my extra labor but not give me extra pay due to a technicality. If there were more opportunities for me to get workforce training, I could have accepted that promotion and earned a higher wage.

Short staffing is a huge problem in healthcare right now. We are so overworked and underpaid that people are getting burnt out and quitting, and it is hard to get new people to join the healthcare field. Working short staffed is physically and emotionally exhausting for healthcare workers. I believe if we had more workforce training opportunities, it would be easier to recruit new health care workers and thereby reduce the short staffing crisis.

Healthcare workers deserve to live with dignity and respect. Please vote yes on SB518 so we can advance in our chosen field and earn higher wages. Thank you.

Sincerely,  
Nina Scroggins

# **SB0518\_FAV\_LifeSpan\_Career Pathways for Health Car**

Uploaded by: Danna Kauffman

Position: FAV



*Keeping You Connected...Expanding Your Potential...  
In Senior Care and Services*

TO: The Honorable Delores G. Kelley, Chair  
Members, Senate Finance Committee  
The Honorable Malcolm Augustine

FROM: Danna L. Kauffman  
Pamela Metz Kasemeyer

DATE: February 24, 2022

RE: **SUPPORT** – Senate Bill 518 – *Career Pathways for Health Care Workers Program*

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On behalf of the LifeSpan Network, the largest and most diverse senior care provider association in Maryland representing nursing facilities, assisted living providers, continuing care retirement communities, medical adult day care centers, senior housing communities and other home and community-based services, we **support** Senate Bill 518. This bill establishes the Career Pathways for Health Care Workers Program in the Maryland Department of Labor for the purpose of providing grants to eligible employers for training programs attended by health care workers in hospitals and nursing homes.

Prior to the declaration of the catastrophic public health emergency, Maryland was facing a workforce crisis due to several factors. Maryland's 60+ population is anticipated to increase from 1.2 million to 1.7 million by 2030, a 40% increase. This demographic shift impacts Maryland's post-acute care settings in two ways. First, the increasing senior population increases the need for services, which then increases the need for direct care workers. Second, the increasing senior population will have a negative effect on the availability of direct care workers, given that the primary labor pool for direct care workers are women aged 25-64, whose demographic is growing at less than one percent. The COVID-19 pandemic exacerbated these issues, with more employees leaving the workforce because of childcare and health concerns or to go into other non-health care fields.

Senate Bill 518 provides another method to bolster the health care workforce, targeting hospitals and nursing homes, two venues that suffered from significant worker shortages over the last two years. Nursing homes often provide training for their workers and Senate Bill 518 will provide an additional incentive to continue to do so with the opportunity to receive matching grants. For these reasons, we urge a favorable vote on Senate Bill 518.

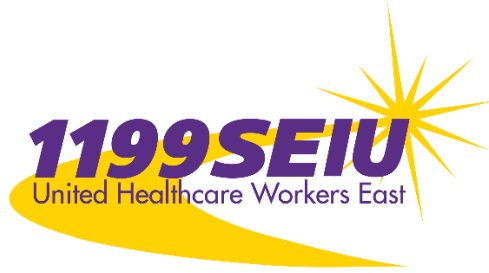
**For more information call:**

Danna L. Kauffman  
Pamela Metz Kasemeyer  
410-244-7000

# **SB 518 Career Pathway Program Testimony - Augustin**

Uploaded by: Djawa Hall

Position: FAV



**Testimony - SB 518**  
**Career Pathways for Healthcare Workers Program**  
**Position: Favorable**

Thank you for the opportunity to testify in favor of SB518 Career Pathways for Health Care Workers Program. My name is Augustine Amara, and I am a member of 1199SEIU. I have worked as an Environmental Services Technician at Capital Region Medical Center since 2016, and healthcare workers like me are very interested in career training, but we don't always have the money to fund our education. That's why this bill would be so beneficial to us and to our communities that need dedicated healthcare workers.

I am interested in career training because in life, you cannot be static; you need to move and aim high so that you can achieve great things for your family, your personal life, and even your society. I want to aim high in healthcare because compassion is one of my Christian values, and I believe in helping people. I want to take care of sick people in whatever way I can contribute because seeing a sick person becoming well again at the end of the day is a very good thing to me.

Even though there are many compassionate workers like me who want to advance in healthcare, cost is an issue because training involves money. You might have all the talent, but if you don't have the financial backing, you can't do anything, and nobody will even know that you have this kind of talent. Cost is the key area that is stopping a good number of people from becoming healthcare workers and advancing in healthcare. We want to achieve and be able to do something for ourselves, our families, and our communities by using our talent to acquire needed skills.

I want to thank you for giving me this opportunity to express my view, and to let you know that a good number of us are looking for the kind of opportunity that you can real. If this bill will go through, you will have many different kinds of people able to achieve their goal, so it is a good thing, and I hope it will come to pass.



# **SB 518 Career Pathways Program Testimony - Nakkitt**

Uploaded by: Djawa Hall

Position: FAV



**Testimony – SB 518**  
**Career Pathways for Healthcare Workers Program**  
**Position: Favorable**

My name is Nakkitta Starkes. I'm a Certified Medicine Aide at Autumn Lake Homewood and a member of 1199SEIU. I am writing this testimony to express my support for HB 821, the Career Pathways for Healthcare Workers Program. I'm testifying because I have greatly benefitted from my union's career training fund, and I know how important it is for healthcare workers to be able to take career training courses.

I've been providing care at Autumn Lake for 23 years, and I'm a Certified Medicine Aide now because our training fund paid for my courses and license. Every day, I provide medication for about 40-45 patients, I take blood pressure, and I assist with their everyday daily activities – I'll help them bathe, help get them dressed, and be a familiar face for them. I've taken other courses as well, and I'm currently taking my pre-requirements to go through the LPN program because I want to further my career in the nursing field.

Despite the hazards and difficulties in nursing, it also has its pleasures. For me, when my mom took sick, it made me want to better educate myself on medical issues. I also want to continue in nursing so I can be there for residents who don't get to see or talk to their loved ones. I love to provide care and put a smile on their face. For me, it's rewarding.

I would not have been able to attend these career classes without the funding from the training fund because of my bills and taking care of my family. It's always hard to find the money and the time, but especially now with the pandemic, things can be even tougher. Things can be really tough, but with the funding, I'm able to still attend school and still provide for my family and attend school.

With the staffing crisis that a lot of facilities are going through, it's really important that people like me who want to keep caring for our communities are able to push our careers forward. With funding, you make it possible for people like me to stay and grow in the nursing field. That's why I urge you to vote yes on Senate Bill 518. Thank you for your time.

# **SB 518 Career Pathways Program Testimony - Tonia P**

Uploaded by: Djawa Hall

Position: FAV



**Testimony - SB 518**  
**Career Pathways for Healthcare Workers Program**  
**Position: Favorable**

Good afternoon to the Chair and members of the committee. My name is Tonia Price and I am a Unit Secretary Clerical Specialist at University of Maryland Capital Region Medical Center, where I have worked for ten years. I am writing this testimony to express my support in favor of SB 518, the Career Pathways for Healthcare Workers Program.

As a clerical specialist in a hospital unit, the work I do is very important. When the Covid-19 Pandemic began, my role evolved into something I never imagined. Because of the shortages of nurses, techs, and basically every direct care position on the floor, I was being asked to go to rooms, check in on patients, bring them water, check their fluids, provide formula - anything minor I could do to help out because there just weren't enough people to care for everyone. All of this while still managing the front desk and answering calls.

The pandemic and the worker shortages has made many of my coworkers feel like they wanted to get out of the medical profession due to the lack of PPE, lack of hazard pay, and the lack of what felt like a regard for the wellbeing of frontline workers.

If - no, when this legislation becomes law, it would change the paradigm of so many of my colleagues. They would feel like there is an opportunity for them to do more and become more. I've always thought about going back to school but then kids came, so I focused on them. I had no time to worry about where I was going to find the money to pay for a higher education.

Honestly, I feel this should have been done a long time ago. It should not have come to this point where because there are so many shortages, now the state can provide workers with opportunities. This career pathways program will lift the ceiling on the upward mobility of so many workers like myself, who have deferred our dreams of educational and career advancement due to the cost.

Degree programs at two and four year colleges are not cheap. To know that the hospital or healthcare facilities would place us directly into programs and allow us the time to get the necessary knowledge, skills, and abilities we need to advance our careers is life changing. I want to thank this committee for this opportunity to share my point of view, and for providing this opportunity for workers to better ourselves by investing in us. Without the burden of cost, healthcare professionals and aspiring healthcare workers can now focus on our education and know our lives are about to change for the better. It is for this reason this legislation is so necessary, and I why I am in support of the passage of SB 518.

Respectfully,

Tonia Price  
Unit Secretary Clerical Specialist

# **SB 518 - Career Pathways for Health Care Workers.p**

Uploaded by: Donna Edwards

Position: FAV



# MARYLAND STATE & D.C. AFL-CIO

AFFILIATED WITH NATIONAL AFL-CIO

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*President*

Donna S. Edwards

*Secretary-Treasurer*

Gerald W. Jackson

## **SB 518 – Career Pathways for Health Care Workers Program Senate Finance Committee February 24, 2022**

### **SUPPORT**

**Donna S. Edwards  
President  
Maryland State and DC AFL-CIO**

Madam Chair and members of the Committee, thank you for the opportunity to submit testimony in support of SB 518 – Career Pathways for Health Care Workers Program. My name is Donna S. Edwards, and I am the President of the Maryland State and District of Columbia AFL-CIO. On behalf of the 340,000 union members, I offer the following comments.

Health care is changing, rapidly, and Maryland is facing a health care staffing crisis. Prior to the pandemic, it was estimated that Maryland will be one of four states that will experience a shortage of over 10,000 nurses by 2025<sup>1</sup>. This chronic retention problem has become acute with the COVID-19 pandemic, as stressed out and overburdened health care workers are choosing to leave the profession in higher numbers.

SB 518 provides some relief for existing health care workers, and inducements for those who are thinking of entering the field. The bill creates a fund for employers to apply matching grants to pay for training programs that help offset the costs for the existing workforce to acquire new skills. It places workers directly into training programs offered through Maryland's colleges, universities, and community colleges, and creates a career pathway program for workers to build the skills they need to be successful.

By the nature of the ever-changing nature of health care, these workers need constant and consistent training, certification, and licensure. Reducing the stress and cost of staying up-to-date and highly skilled will not only benefit the workers but will also mitigate the “brain drain” we are experiencing with the high attrition rate within the health care industry.

**We ask for a favorable report on SB 518.**

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<sup>1</sup> USM Health Care Workforce Working Group – Strengthening Maryland's Health Care Workforce, 2018

**SB 518\_R.Jones 1199SEIU\_FAV final.pdf**

Uploaded by: Stephanie Anderson

Position: FAV





**Testimony of Ricarra Jones, Political Director of 1199SEIU on  
SB 518 Career Pathways for Health Care Workers Program Act**

**Position: FAVORABLE**

February 24, 2022

Dear Chairwoman Dolores G. Kelley and Members of the Finance Committee:

1199SEIU Healthcare Workers East is the largest healthcare union in the country with, with over 450,000 members throughout Massachusetts, New York, New Jersey, Maryland, Florida and Washington, D.C. **We fully support SB 518.**

SB 518 The Career Pathways for Health Care Workers Program Act would allow the Department of Labor to provide matching grants to eligible employers to pay for certain training programs, specifically those offered by Historically Black Colleges and Universities or community colleges in the State, which are attended by health care workers.

The Career Pathways for Health Care Workers Program Act allows eligible health care workers to attend qualifying job training programs at no cost to them. Eligible employers could receive a matching grant of up to \$50,000.00 per year for payment for these programs on behalf of health care workers.

The funds offered through The Career Pathways for Health Care Workers Program Act are meant to supplement, and not supplant, the amount of funds that an employer would otherwise provide for training programs attended by health care workers in a given year.

Notably, The Career Pathways for Health Care Workers Program Act requires eligible employers to provide a 10% wage increase to any health care worker who completes a qualified job training program for which a matching grant was awarded.

Further, The Career Pathways for Health Care Workers Program Act would provide an influx of students and funding to HBCU's and community colleges in the State which offer training programs to health care workers.

Many health care workers will benefit from The Career Pathways for Health Care Workers Program Act. Costs for education and job training are even more significant in today's economic climate, and are often beyond the reach of many people.

Incentivizing eligible employers to promote qualifying job training programs to health care workers will allow these key service providers to further their careers without the daunting burden of student loans, and without the need to find funds for up-front training program fees.

For these reasons, we **SUPPORT SB 518** and ask for a **FAVORABLE** report.

Sincerely,

Ricarra Jones  
Maryland/DC Political Director  
1199SEIU United Healthcare Workers- East  
Cell: [443-844-6513](tel:443-844-6513)

# **SB 518- Career Pathways for Health Care Workers Pr**

Uploaded by: Brian Frazee

Position: FWA



Maryland  
Hospital Association

## **Senate Bill 518 - Career Pathways for Health Care Workers Program**

### **Position: *Support with Amendments***

February 24, 2022

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 support Senate Bill 518 with amendments.

Maryland faces a staggering health care workforce crisis, exacerbated by the COVID-19 pandemic. In just five months, there has been a 50% jump in hospital nurse vacancies. Registered nurses, licensed practical nurses, and nursing assistants make up 39% of the Maryland hospital workforce.<sup>1</sup> Unfortunately, 23.5% of nursing and medical positions (RNs, NPs, MDs, etc.) are vacant—an increase of nearly 34% since late summer. Vacancies among licensed practical nurses rose a staggering 135%. According to a 2020 analysis, Maryland's registered nurse (RN) population per capita is in the bottom third of the nation.<sup>2</sup>

We cannot rely just on the future generation to fill the gaps in our health care workforce. We need to grow our own, starting with the existing hospital workforce. From dietary workers to certified nursing assistants and registered nurses, hospitals help employees grow in their careers. SB 518 offers a pathway to expand this concept statewide. This bill requires the Maryland Department of Health to establish a matching grant program for hospitals and related institutions to pay for employees to attend health care worker training programs. This concept offers an innovative path and a win-win for employers, employees, and our state educational institutions.

Maryland hospitals fully support the concept of SB 518 as an essential tool to address the workforce shortage crisis, but recommend several changes to strengthen its impact. Those amendments are listed below. We appreciate engagement with the bill's advocates and look forward to working with them on these issues.

- The Division of Workforce Development and Adult Learning should work with participating employers to identify training programs that will allow workers to progress from one rung of the career ladder to the next.
- Training program participation does not automatically result in career advancement but is often a foundational step for that advancement. Legislating automatic salary increases is not appropriate as labor market trends for various positions consistently change.

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<sup>1</sup> MHA Workforce Survey – February 2022. *Note: Data represents submissions by 49 of 51 Maryland hospitals (Survey Response Rate = 96.1%).*

<sup>2</sup> Becker's Hospital Review. (Feb. 18, 2022). "[RN population per capita, by state](#)"

- A portion of the grant funds are hospital dollars and therefore should not always flow through training funds that are separately negotiated between unions and hospitals.

For more information, please contact:  
Brian Frazee, Vice President, Government Affairs  
Bfrazee@mhaonline.org

**12 - SB 518 - X - FIN - MBON - LOSWA..pdf**

Uploaded by: State of Maryland (MD)

Position: FWA



# 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](mailto:iman.farid@maryland.gov)) or Rhonda Scott, Deputy Director, at (410) 585 – 1953 ([rhonda.scott2@maryland.gov](mailto: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.**

# **SB 518 Career Pathways for Health Care Workers Pro**

Uploaded by: Barbara Wilkins

Position: INFO





# Maryland

DEPARTMENT OF BUDGET  
AND MANAGEMENT

LARRY HOGAN  
*Governor*

BOYD K. RUTHERFORD  
*Lieutenant Governor*

DAVID R. BRINKLEY  
*Secretary*

MARC L. NICOLE  
*Deputy Secretary*

## **SENATE BILL 518 Career Pathways for Health Care Workers Program (Augustine)**

### **STATEMENT OF INFORMATION**

**DATE: February 24, 2022**

**COMMITTEE: Senate Finance**

**SUMMARY OF BILL:** SB 518 mandates an annual appropriation in the amount of \$1 million to the Department of Labor's Division of Workforce Development and Adult Learning for the purpose of providing matching grants to employers that pay for training programs for health care workers at a HBCU or a community college, which health care workers attend. The amount of the matching grant is \$50,000 per employer, and is contingent on the employer agreeing to provide a 10% salary increase to a health care worker who completes the training program.

**EXPLANATION:** The Department of Budget and Management's focus is not on the underlying policy proposal being advanced by the legislation, but rather on the \$1 million mandated appropriation provision that impacts the FY 2024 budget and subsequent budgets.

DBM has the responsibility of submitting a balanced budget to the General Assembly annually, which will require spending allocations for FY 2024 to be within the official revenues estimates approved by the Board of Revenue Estimates in December 2022.

Changes to the Maryland Constitution in 2020 provide the General Assembly with additional budgetary authority, beginning in the 2023 Session, to realign total spending by increasing and adding items to appropriations in the budget submitted by the Governor. The legislature's new budgetary power diminishes, if not negates, the need for mandated appropriation bills.

Fully funding the implementation of the Blueprint for Maryland's Future (Kirwan) will require fiscal discipline in the years ahead, if the State is to maintain the current projected structural budget surpluses. Mandated spending increases need to be reevaluated within the context of this education funding priority and the Governor's tax relief proposals.

Economic conditions remain precarious as a result of COVID-19. High rates of inflation and workforce shortages may be short lived or persist, thereby impacting the Maryland economy. While current budget forecasts project structural surpluses, the impact of the ongoing COVID-19 pandemic continues to present a significant budgetary vulnerability. The Department continues to urge the General Assembly to focus on maintaining the structural budget surplus.

**For additional information, contact Barbara Wilkins at (410) 260-6371  
or [barbara.wilkins1@maryland.gov](mailto:barbara.wilkins1@maryland.gov)**

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<http://dbm.maryland.gov>