



576 Johnsville Road
Sykesville, MD 21784

TO: Health and Government Operations
FROM: LeadingAge Maryland
SUBJECT: House Bill 1241, Health Occupations - Nursing Home Administrator -
Qualifications
DATE: March 3, 2022
POSITION: **Favorable**

LeadingAge Maryland supports House Bill 1241, Health Occupations - Nursing Home Administrator – Qualifications.

LeadingAge Maryland is a community of more than 135 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. Our mission is to expand the world of possibilities for aging in Maryland. We partner with consumers, caregivers, researchers, public agencies, faith communities and others who care about aging in Maryland.

This bill would set consistent standards for reciprocity, and streamline licensure requirements for individuals with existing experience in long-term care. An individual who holds an active nursing home administrator license, in good standing, in another state may practice in this state if the individual has a minimum of 3 years of experience as a nursing home administrator or 6 years of experience as an assistant nursing home administrator. A new licensure applicant must have completed a full-time administrator in training program for a period of 9 months, or a full time administrator in training program for 6 months if the applicant: holds a bachelor’s degree in healthcare administration and completed an internship in a nursing home or assisted living program; or holds an active certification issued by the state board of nursing and has at least 10 years of experience at a nursing home or has at least 3 years of experience as a director of nursing.

Nursing home administration is not immune to the workforce shortages we are seeing more broadly across the healthcare continuum. Throughout the pandemic, nursing home administrators were responsible for implementing continually changing guidance and recommendations from both federal and state agencies. In a 2021 study, JAMDA found that

administrators and other nursing home staff are facing significant burden in the workplace due to COVID-19, which is likely to contribute to lead to “increased burnout, turnover, and staff shortages in long-term care” (January 2021, [Journal of the American Medical Directors Association](#)). Workforce recruitment and retention, including nursing home administration, has long been a challenge in healthcare and over the last two years, it has become much more challenging due to the pandemic.

In addition, Maryland has some of the most stringent nursing home administrator licensure requirements in the country. This bill would bring licensure requirements more in line with other states in our region, while still requiring education, training, and experience that prepares nursing home administrators for the complex role of administration in long-term care settings.

Importantly, this bill will assist in addressing the workforce shortage by providing standards for out-of-state licensed nursing home administrators to work at communities in Maryland. By reducing the number of months required for an administrator in training program dependent on an applicant’s existing experience and education, this bill also seeks to make licensure more attainable for nurses, directors of nursing, and healthcare administration graduates.

For these reasons, LeadingAge Maryland respectfully requests a favorable report for House Bill 1241.

For additional information, please contact Aaron J. Greenfield, 410.446.1992