



Maryland
Hospital Association

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**New 2022 State of Maryland’s Health Care Workforce Report Released Today:
Action Needed to Secure the State’s Future Workforce**

Elkridge, Md. – Maryland hospitals face the most critical staffing shortage in recent memory, with one in every four nurse positions vacant.

High staff turnover, shifting care delivery models, and an insufficient talent pipeline are pushing the workforce to an unsustainable point.

A 2022 [Global Data report](#), commissioned by the Maryland Hospital Association (MHA), reveals the current shortfall of nurses in Maryland and predicts the shortage will grow worse. Most recent data estimate a statewide shortage of 5,000 full-time registered nurses and 4,000 licensed practical nurses. That data lines up with projections showing that, without intervention, shortages could double or even triple by 2035.

Dozens of health care leaders from hospitals statewide formed a task force to examine ways to stabilize and grow Maryland’s health care workforce. Convened by MHA in November 2021, the group released an evidence-backed report, the [2022 State of Maryland’s Health Care Workforce](#), today to ensure Maryland has the health care workforce it needs now and into the future.

The recommendations include specific actions to be taken by state lawmakers and policymakers, as well as hospitals themselves. (View the full report and other resources: mhaonline.org/workforce)

Key recommendations focus on four areas:

- Expand Maryland’s workforce pipeline
- Remove barriers to health care education
- Retain the health care workforce
- Leverage talent with new care models

“Workforce challenges predated the COVID-19 pandemic, but the situation is now alarming,” says Bob Atlas, President & CEO of the Maryland Hospital Association. “Hospitals are essential to a vibrant society. Any threat to the workforce of our 60 hospitals and health systems threatens

the health and wellness of all Marylanders and stability of our state's core functions. We cannot take for granted that our excellent health care workforce will always be there.”

Key to the recommendations is the idea that the health care workforce challenge will not be solved in one year or by hospitals alone, says Ed Lovern, President & CEO of Ascension Saint Agnes and the chairman of the Task Force on Maryland's Future Health Workforce.

“This data-driven report lays the groundwork to address the long-standing, and now urgent need to strengthen our pipeline of nurses in Maryland,” he says. “While we won't fix the nursing shortage overnight, the Task Force urges immediate and concerted actions to shore up the health care workforce we will need for generations to come.”

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About the Maryland Hospital Association

The Maryland Hospital Association serves Maryland's 60 nonprofit hospitals and health systems through collective action to shape policies, practices, financing and performance to advance health care and the health of all Marylanders. For more information, visit www.mhaonline.org.