

Maryland Nursing Workforce Shortage

MARYLAND BOARD OF NURSING

Methodology

This study represents a state-wide survey of 20,193 individuals. Data was collected between November 22, 2021 and December 6, 2021. Participants were sent a survey link through their on-file email addresses. The survey was additionally posted on the Maryland Board of Nursing website.

The purpose of this survey is to provide information on nursing workforce issues which in 2020 were exacerbated by the coronavirus (COVID-19) pandemic. The results of this survey will help to facilitate:

- Employers, educators, and others in developing policies and initiatives impacting the supply of nurses in the State;
- Further research on the investment of resources to recruit and retain nurses; and
- Collaboration amongst stakeholders to implement innovative ideas in improving nursing workforce conditions.

Survey Results

QUESTIONS 1 - 16

Demographics

Registered Nurse (RN): 65.94%

Licensed Practical Nurse (LPN) 6.23%

Certified/Geriatric Nursing Assistant (CNA/GNA):
20.70%

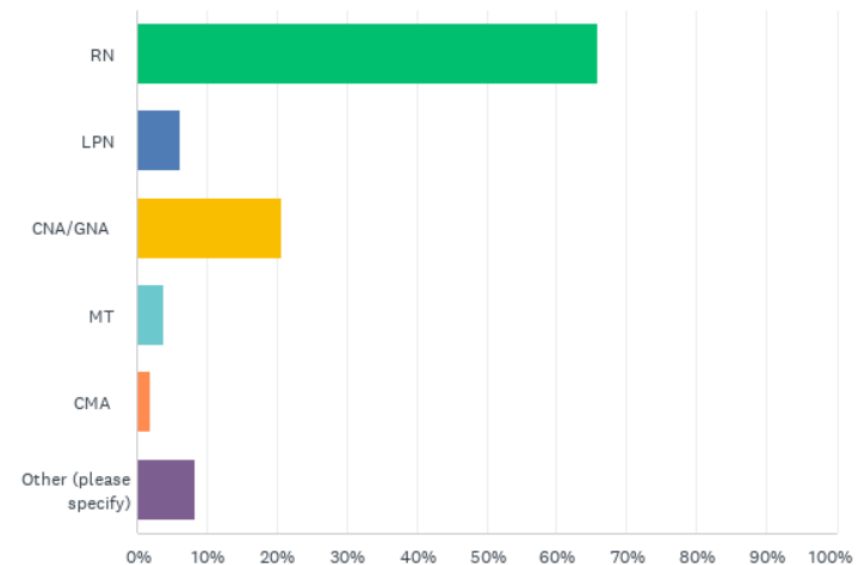
Medication Technician (MT): 3.91%

Certified Medication Aide (CMA): 1.90%

Other: 8.42%

- APRN – NP: 2.99%
- APRN – CRNA: 0.47%
- ARPN – CNM: 0.06%
- APRN – CNS: 0.04%
- Retired – 0.48%
- Student – 0.18%

Q1 Which of the following is applicable to you?



Licensure Status

Active: 73.29%

Active, But Not Practicing in MD: 7.78%

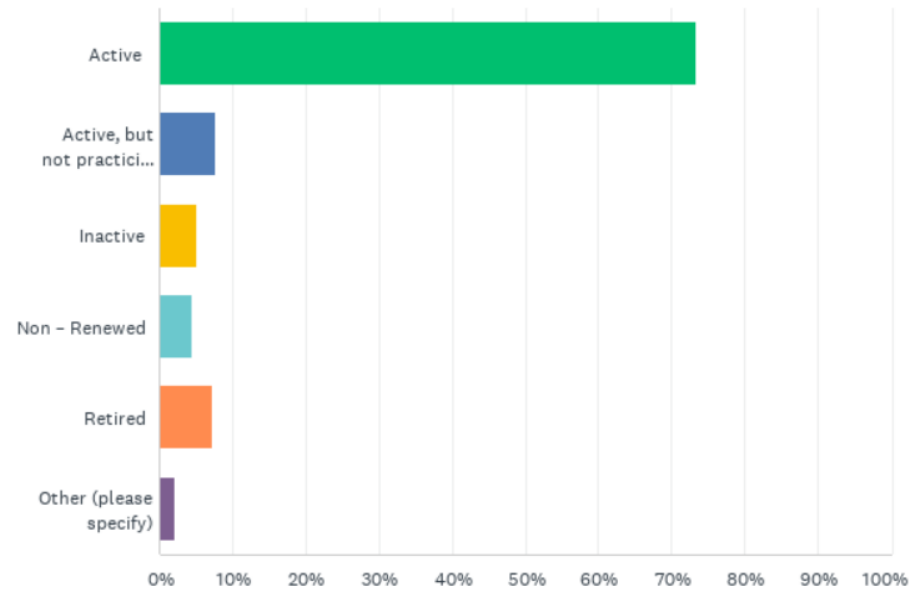
Inactive: 5.03%

Non – Renewed: 4.56%

Retired: 7.27%

Other: 2.07%

Q2 What is your current certification/licensure status?



Renewal Status

I cannot afford to renew my license: 4.03%

I have retired: 23.49%

I have moved to another state: 9.71%

I just have not gotten around to it: 5.44%

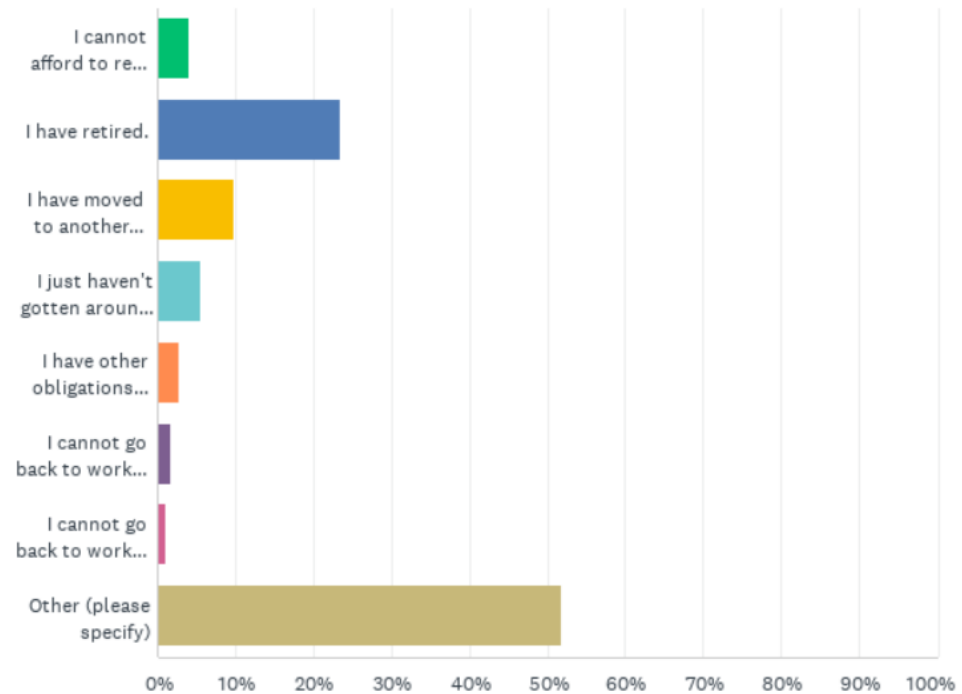
I have other obligations that occupy my time:
2.79%

I cannot go back to work as I am unable to
afford/secure child care: 1.71%

I cannot go back to work as I take care of the
elderly in my family: 1.07%

Other: 51.75%

Q3 If you have not renewed your certification/license, what has prevented you renewing?



Field of Work/Specialty

Academic: 5.24%

Acute Specialties: 18.02%

Ambulatory Care: 9.25%

Community Health Promotion: 5.78%

Family Care: 6.89%

Long Term Care: 17.95%

Medical: 16.98%

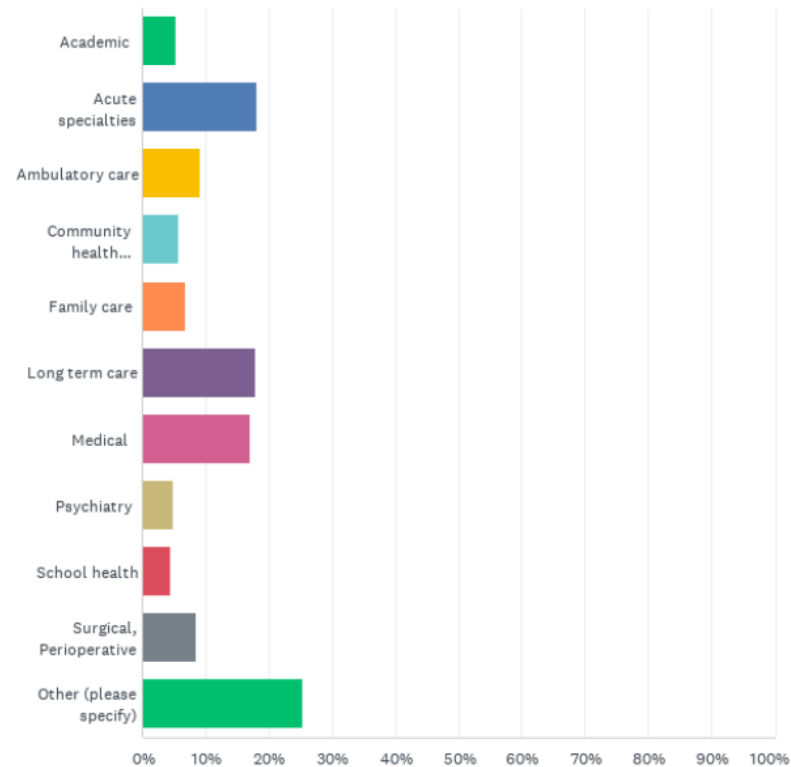
Psychiatry: 4.89%

School Health: 4.52%

Surgical, Perioperative: 8.57%

Other: 25.33%

Q4 Please identify the type of setting that corresponds to your primary nursing position.



Enrollment in Nursing Program

Yes: 9.23%

No: 90.77%

**Q6: If so, what degree are you pursuing?
And when is your expected graduation date?**

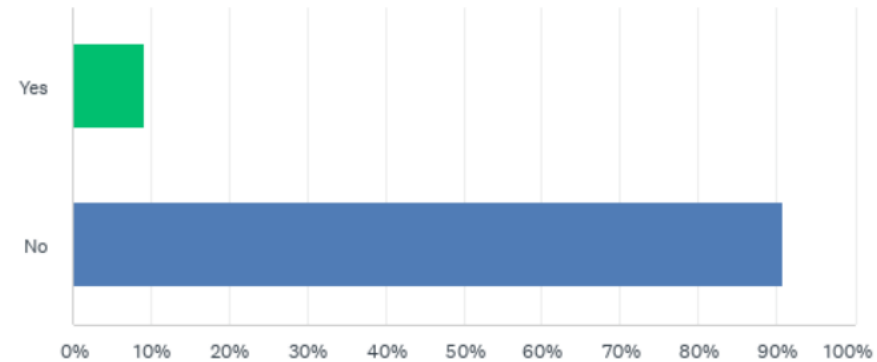
Degree:

- ASN: 7.60%
- LPN: 3.29%
- BSN: 36.80%
- MSN: 16.54%
- PhD/DNP: 9.67%

Graduation:

- 2022: 28.6%
- 2023: 24.33%
- 2024: 9.35%
- 2025: 3.25%

Q5 Are you currently enrolled in a nursing education program (LPN, RN, or APRN)?



Interest in Nursing Education

Yes: 29.63%

No: 70.37%

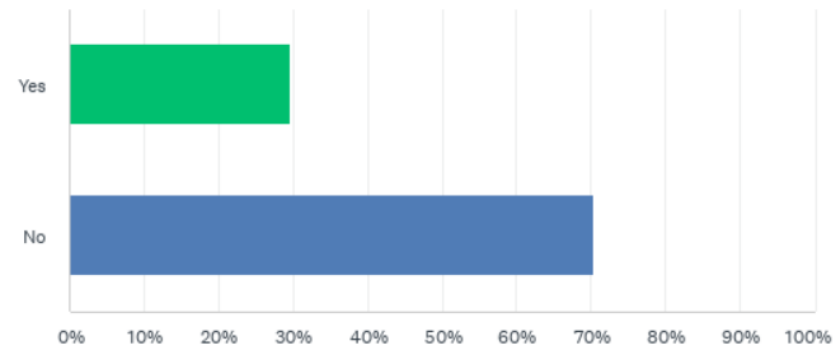
Q9: If not, why?

I am not interested in pursuing academia at this time: 58.58%

Other: 41.42%

- Retired/Approaching retirement: 9.19%
- Tuition is expensive: 0.43%
- Already have terminal degree: 12.28%
- Family obligations: 0.81%

Q7 If you are currently not enrolled in school, do you have an interest in pursuing higher education in nursing in the future (LPN, RN, or APRN degree)?



Incentives for Nursing Education

Q10: If you are not interested in pursuing higher education in nursing at this time, would there be anything that would encourage you to pursue it in the future?

Yes: 44.56%

No: 55.44%

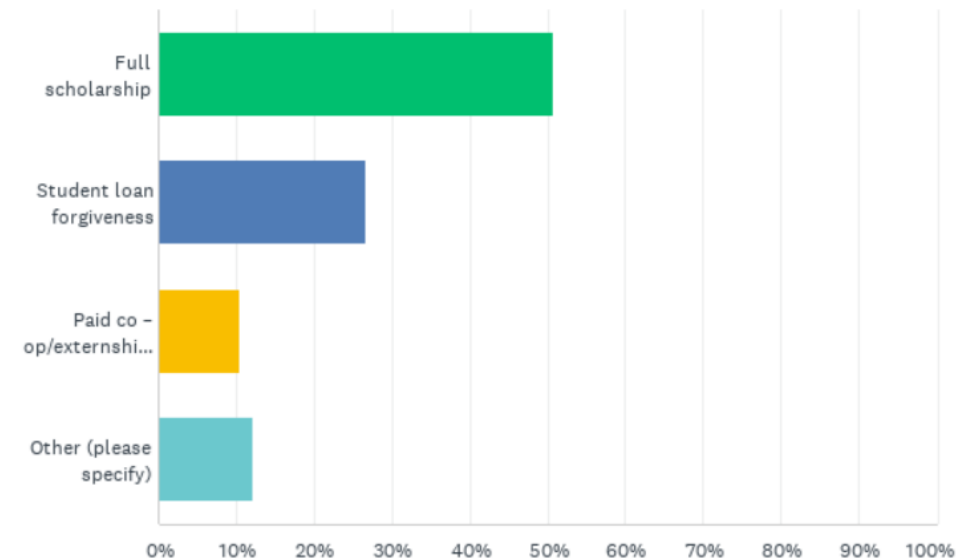
Full Scholarship: 50.66%

Student Loan Forgiveness: 26.64%

Paid Co – op/Externship Along with Schooling: 10.55%

Other: 12.15%

Q11 If so, what would that incentive look like?



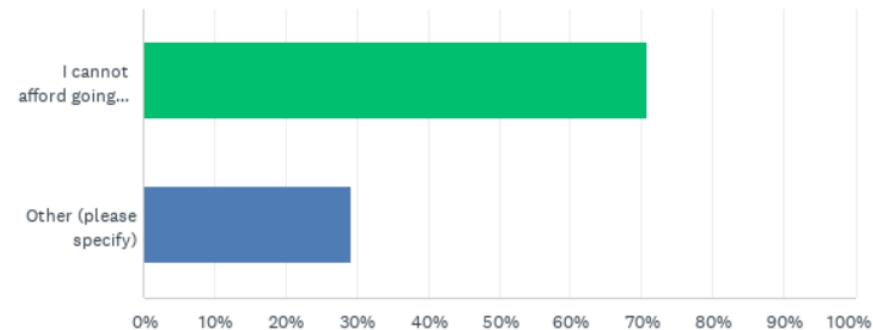
Prevention from Pursuing Education

Q12 If you have an interest in pursuing higher education in nursing and are unable to, what factors are preventing you from doing so?

I cannot afford going back to school: 70.79%

Other: 29.21%

- Time: 4.84%
- Family obligations: 3.27%
- Physical and mental health: 0.73%



Factors for Leaving the Workforce

Q13 Have you thought about leaving the nursing workforce in recent years?

Yes: 61.73%

No: 38.27%

The complexities/stresses of the pandemic: 10.12%

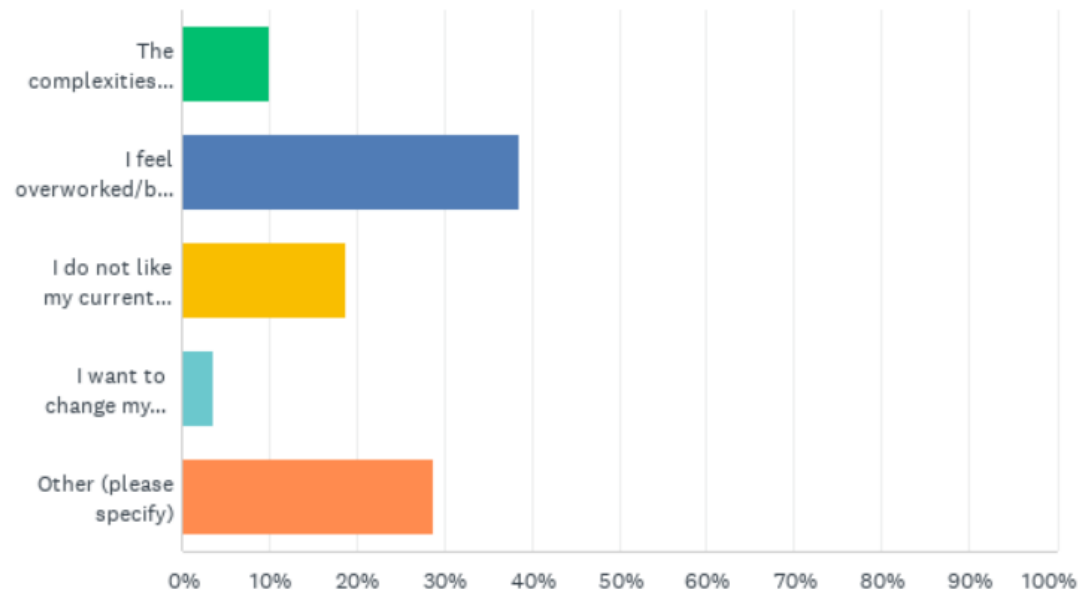
I feel overworked/burned out/unappreciated: 38.64%

I do not like my current working conditions (understaffed, low wage): 18.79%

I want to change my profession: 3.59%

Other: 28.86%

Q14 If so, what has contributed to your decision?



Incentives for Nursing Workforce

Q15 If you are thinking of leaving/retiring from the nursing workforce, would there be anything that would encourage you to stay?

Yes: 71.91%

No: 28.09%

Higher salary: 51.61%

Work schedule flexibility: 15.99%

Opportunities for advancement in career: 7.71%

An expansion of scope of practice/responsibilities with my current position: 3.48%

Other: 21.21%

Q16 If yes, what?

