



Nurse Support Program II (NSP II):

A Maryland Nursing Workforce Intervention That Makes \$ense!



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Abstract

NSP II is a unique statewide model that utilizes a sustainable funding source to increase the educational capacity of nursing programs and increase the supply of nurses in Maryland.

Background

1. Funding established in 1986 to address cyclical nursing workforce shortages.
2. NSP I established in 2000 to address retention of nurses in hospitals.
3. NSP II established in 2005 to increase academic capacity for nursing education.

NSP programs are driven by the National Academy of Medicine's goals for the future of nursing with input from stakeholders in practice and academia.

Intervention

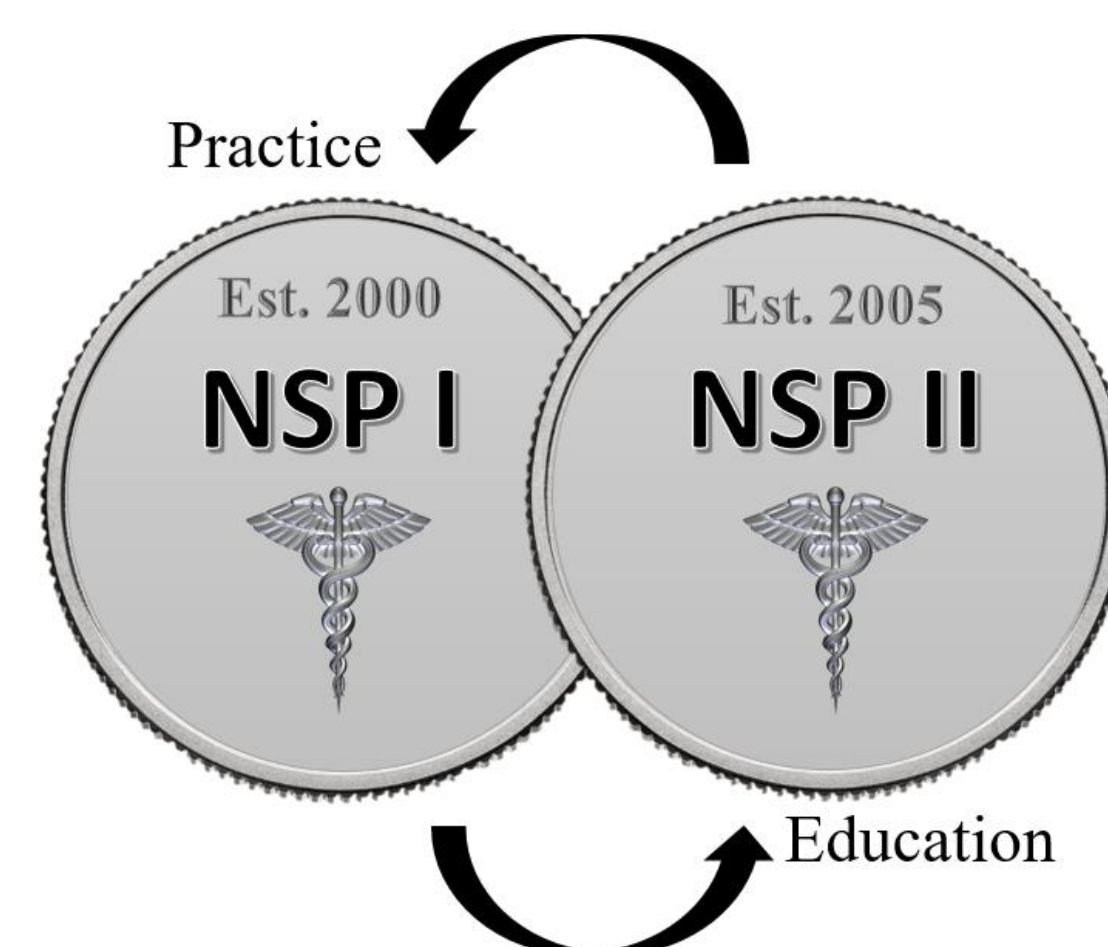


Figure 1. NSP I & NSP II: Two sides of the coin

Each program receives 0.1% of Maryland hospital gross regulated patient revenue to fund nursing workforce interventions.

Guided by legislation:

**Annotated Code of Maryland,
Education Article § 11-405. Nurse
Support Program Assistance Fund**

NSP II has two major components:

- Competitive institutional grants for schools of nursing
- Statewide initiatives for nurse faculty

Findings

All 28 schools of nursing in Maryland have participated.

Over \$218 million in program funding to date.

Major achievements from NSP II funded initiatives include:

- ☆ NCLEX-RN first-time pass rates increased by 8.51%
- ☆ RN enrollment capacity increased by nearly 7,000 students
- ☆ 162 new nurse faculty recruited with a 93% retention rate
- ☆ Proportion of BSN-prepared nurses increased to 67.1%
- ☆ Maryland Nursing Workforce Center established
- ☆ Doubled the number of faculty with the NLN CNE® credential

Conclusion

Successful outcomes achieved through this sustainable workforce intervention have secured the renewal of NSP II funding for three consecutive five-year cycles.

The Maryland NSP II program serves as a model for other states and highlights the benefits of advocating for nurse support funding from institutions and policymakers.

Acknowledgements

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