

President's High Growth Job Training Initiative Maryland Healthcare Workforce Initiative

Grant amount: \$1,500,000

Leveraged amount: \$700,000 from State of Maryland Employer Matching Fund

Grantee: State of Maryland

Key partners: To be determined during grant activities

Grant locations: Statewide

Challenge

There are two major challenges facing the health care industry: 1) lack of nurses and allied health professionals; and 2) lack of qualified academic and clinical health care faculty. The lack of faculty is preventing the admission of applicants into nursing and allied health programs which ultimately affects the number of qualified nurses and allied health professionals available for employment. If these two challenges are unaddressed, this worker shortage will have severe and damaging impacts upon the availability and quality of health care services in the United States.

Addressing the Challenge

Under its \$1,500,000 grant from ETA, the Maryland Governor's Workforce Investment Board (GWIB) will address the faculty capacity problem by implementing a scholarship program for nurses who pursue credentials to teach nursing and allied healthcare professions. The GWIB will also implement a scholarship program for Licensed Practical Nurses (LPNs) and other incumbent workers that are seeking their Registered Nurse (RN) credentials to backfill the RNs that pursue their Master's Degree. Additionally, an Incumbent Worker Training strategy will be implemented to assist health care employers to upgrade the skills of existing workers.

Projected Outcomes

The "Teaching for the Health of It" scholarship program will provide 40 one-time only scholarships in the amount of \$10,000 each for nurses pursuing teaching credentials. The other scholarship program will provide 40 one-time only scholarships in the amount of \$10,000 for LPNs and other incumbent workers who are seeking their RN credentials. Partnerships between employers and the community college system will be created to provide allied health care training for incumbent workers.

Sustainable Impact

The GWIB has established a Governor's Healthcare Workforce Steering Committee that consists of members from industry, economic development, employment services, and education to develop and implement collaborative solutions. Currently the health care industry in Maryland spends over \$11,140,000 to educate, attract, and retain health care workers because of the faculty shortfall. The GWIBs and the Maryland Healthcare Workforce Steering Committee are committed partners for continuing and sharing the model throughout the nation.

