



The Arc Maryland  
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SB0440/HB0625: Commission to Study the Health Care Workforce  
Crisis in Maryland – Establishment

Senate Education, Health, and Environmental Affairs Committee  
House Health and Governmental Operations Committee

**Position: Support**

The Arc Maryland is the largest statewide advocacy organization dedicated to protecting and advancing the rights of people with intellectual and developmental disabilities (IDD) and furthering inclusion of people with IDD in all aspects of daily life.

We support SB0440/HB0625 as it would establish a Commission to study the health care workforce crisis in Maryland: to examine certain areas related to health care workforce shortages in the State including the extent of the workforce shortage, future health care workforce needs, and the relationship between the Maryland Department of Health and the health occupations boards. The Commission would also examine short-term solutions to address immediate needs for the shortages identified in their review of the workforce while ensuring the safety of Maryland patients by:

- (i) determining which health occupations boards have backlogs of applicants for licensure and certification;
- (ii) determining whether expediting or streamlining the licensing or certification process for specific health occupations is a viable option; *and*
- (iii) determining whether implementing additional temporary licensure or certification for specific health occupations is a viable option.

Intellectual and Developmental Disabilities providers, such as the organizations operated by chapters of The Arc in Maryland, provide home and community based services and supports to thousands of individuals with IDD. The workforce of The Arc organizations are responsible for providing care and support to Marylanders with disabilities and many are required to complete the Maryland Board of Nursing (BON) Certified Medication Technician training course, and must obtain certification from the BON prior to administering medications and treatments to people in their care.

IDD providers have experienced an unprecedented workforce shortage since the start of the pandemic. Currently, the vacancy rate for The Arc organizations is close to 30% with roughly 1 in 3 caregiver positions vacant. To add insult to this injury, the processing of new and renewal Medication Technician applications by the Board of Nursing has been significantly delayed, impacting our ability to deploy Medication Technicians to care locations where they are needed. We appreciate that these initial and renewal healthcare license processes will be reviewed as part of the work of the Commission.

Finally, we appreciate and support that there is a seat on the Commission for the Deputy Secretary of Developmental Disabilities Administration as we believe this person will bring an important perspective of the healthcare workforce crisis we are experiencing in the IDD service community.

For more information, please contact:  
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