



# Board of Nursing

Wes Moore, Governor · Aruna Miller, Lt. Governor · Laura Herrera Scott, M.D., M.P.H., Acting Secretary

February 2, 2023

The Honorable Melony Griffith  
Chair, Senate Finance Committee  
3 East Miller Senate Office Building  
Annapolis, MD 21401-1991

**RE: SB 104 – Labor and Employment – Apprenticeships and Representation on the Apprenticeship and Training Council – Letter of Information with Amendments**

Dear Chair Griffith and Committee Members:

The Maryland Board of Nursing (the Board) respectfully submits this letter of information with amendments for Senate Bill (SB) 104 – Labor and Employment – Apprenticeships and Representation on the Apprenticeship and Training Council. This bill requires that the Apprenticeship and Training Council and consultants to the Council include representation by individuals who are Black and Latino; establishes the Apprenticeship 2030 Commission to make recommendations to expand access to apprenticeship to reduce skill shortages in high-demand occupations and provide affordable training for career pathways in the public and private sectors; and requires the Governor to include amounts in certain fiscal years in the annual budget bill.

Pursuant to the 2022 Joint Chairmen’s Report, the MD Healthcare Apprenticeship Workgroup was charged with examining the extent of vacancies at the state and local levels within each sector; reviewing existing apprenticeship models; designing apprenticeships in the occupations that have the greatest recruitment and training challenges; identifying opportunities to start apprenticeships at the high school level; identifying opportunities to create degree apprenticeship programs and ways to incorporate associate and bachelor’s degrees; and identifying potential apprenticeship sponsors in each occupation. The workgroup stakeholders focused their efforts on the nursing and direct care workforce due to the challenges presented by the coronavirus pandemic. The Board has been an active participant in the Healthcare Apprenticeship Workgroup by providing guidance on existing training and educational standards for nursing and direct care workers such as registered nurses, licensed practical nurses, certified nursing assistants, and geriatric nursing assistants.

The Board respectfully submits the following amendment to add the Board of Nursing, in addition to a representative from another health occupations board to the Apprenticeship 2030 Commission. The Board believes its expertise in the practice of nursing and direct care, encompassing sixteen different designations, will greatly assist the Commission with its mission to reduce skill shortages in high-demand occupations and provide affordable training for career pathways in the public and private sectors. It is critical to keep the Board informed of efforts to

increase the nursing and direct care workforce through apprenticeship initiatives focused on recruitment and retention.

On page 2. After Line 31. Add Language:

**(2) THE EXECUTIVE DIRECTOR OF THE MARYLAND BOARD OF NURSING AND AN EXECUTIVE DIRECTOR OF A HEALTH OCCUPATIONS BOARD ESTABLISHED IN THE HEALTH OCCUPATIONS ARTICLE THAT REGULATES THE DIRECT HEALTHCARE WORKFORCE; OR THE EXECUTIVE DIRECTORS' DESIGNEE;**

On page 2. Lines 32 – 33. Amend Language:

[(2)] **3** the Chair of the Apprenticeship and Training Council, or the Chair's designee; and

On page 3. Lines 1 – 2. Amend Language:

[(3)] **4** the Chair of the Career and Technical Education Committee; or the Chair's designee.

For the reasons discussed above, the Maryland Board of Nursing respectfully submits this letter of information with amendments for SB 104.

I hope this information is useful. For more information, please contact Ms. Iman Farid, Health Planning and Development Administrator, at [iman.farid@maryland.gov](mailto:iman.farid@maryland.gov) or Ms. Rhonda Scott, Deputy Director, at (410) 585 – 1953 ([rhonda.scott2@maryland.gov](mailto:rhonda.scott2@maryland.gov)).

Sincerely,



Gary N. Hicks  
Board President

**The opinion of the Board expressed in this document does not necessarily reflect that of the Department of Health or the Administration.**