

Hospital RN Turnover Rates – Maryland

2024

22.2%¹

Maryland
Turnover
Rate

17.2%²

U.S.
Turnover
Rate

22.2%¹

Maryland
Peak
Turnover

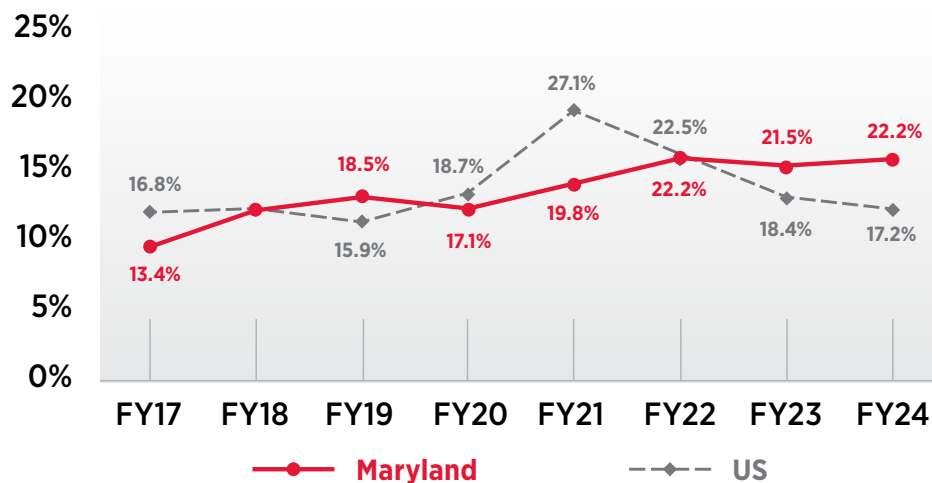
MARYLAND¹
TURNOVER RATE

2020
17.1%



2024
22.2%

Turnover Rates FY17 - FY24



Hospital registered nurse turnover rates in Maryland fluctuated between 13% in 2017 and 17% in 2020, while national rates ranged from 17% in 2017 to 19% in 2020. In 2021, turnover increased sharply — reaching 20% in Maryland and 27% nationally — largely due to the impact of COVID-19. National turnover rates then declined steadily, falling to 23% in 2022, 18% in 2023, and 17% in 2024, returning to pre-COVID-19 levels. In contrast, Maryland's turnover rates continued to rise, reaching 22% in 2022 and holding steady at that level in 2023 and 2024.

¹ Nurse Support Program I Annual Report (2025, July). Annual Report FY 2024.

<https://hsrc.maryland.gov/pages/commission-meetings.aspx>

² Nursing Solutions, Inc. (2025). 2025 NSI National Healthcare Retention and RN Staffing Report.

https://www.nsinursingsolutions.com/Documents/Library/NSI_National_Health_Care_Retention_Report.pdf



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