

Hospital RN Vacancy Rates – Maryland

2024

6,494²

Newly
Licensed
RN Nurses

92,268²

Active RN
Licenses

16.1%¹

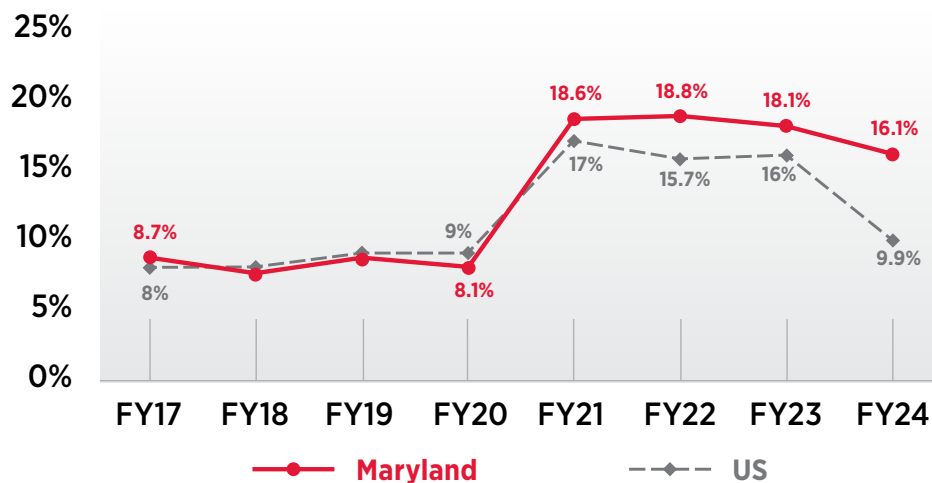
Vacancy
Rate

MARYLAND¹
VACANCY RATE

2022
Peak Vacancy
18.8%

2024
16.1%

Vacancy Rates FY17 - FY24



Between 2017 - 20, the **vacancy rates for registered nurses in both Maryland and the U.S.** remained steady at about 8%. In 2021, however, rates rose sharply to 19% in Maryland and 17% nationally, likely reflecting the impact of COVID-19, which both increased demand for health care services and reduced the available workforce. While the national vacancy rate declined slightly to 16% in 2022 and 2023, Maryland's rate remained persistently higher at 18 - 19%. By 2024, national vacancy rates showed a steep drop to 10%, approaching pre-COVID-19 levels. Maryland's rates remained higher than the national average but followed the same downward trend at a slower pace, declining only to 16%.

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

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

² Maryland Board of Nursing Annual Report (2025, September). Nurse Support Program I Annual Report on FY 2024 Activities. <https://health.maryland.gov/mbon/Documents/board-reports/fy2024-to-legislature-annual-report.pdf>