

# Hospital RN Turnover Rates – Maryland

2024

**22.2%**<sup>1</sup>

Maryland  
Turnover  
Rate

**17.2%**<sup>2</sup>

U.S.  
Turnover  
Rate

**22.2%**<sup>1</sup>

Maryland  
Peak  
Turnover

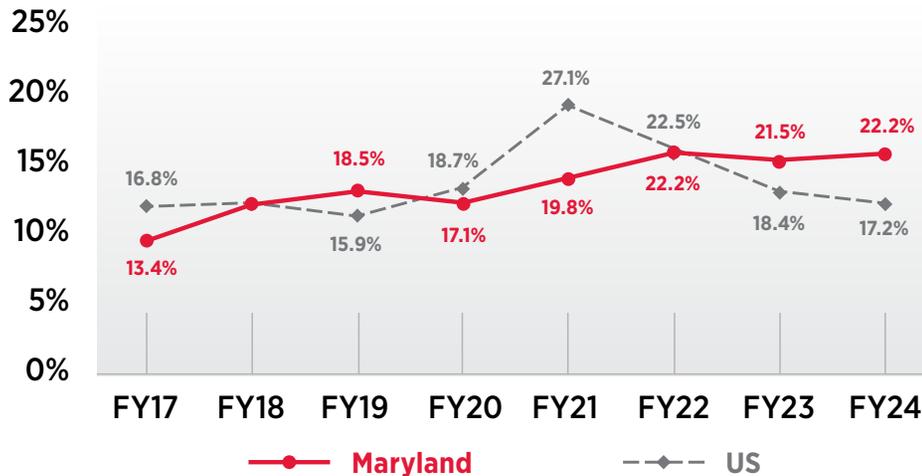
**MARYLAND<sup>1</sup>**  
**TURNOVER RATE**

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.

<sup>1</sup> Nurse Support Program I Annual Report (2025, July). Annual Report FY 2024.

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

<sup>2</sup> 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](https://www.nsinursingsolutions.com/Documents/Library/NSI_National_Health_Care_Retention_Report.pdf)