UNIVERSITY of MARYLAND
SCHOOL OF NURSING
MARYLAND NURSING
WORKFORCE CENTER

# Maryland Certified Nursing Assistants: Workforce Trends FY20–FY25

## KEY TAKEAWAYS

CNAs experienced the greatest workforce decline.

The workforce has begun to recover, but FY25 certification levels remain well below the FY21 peak.

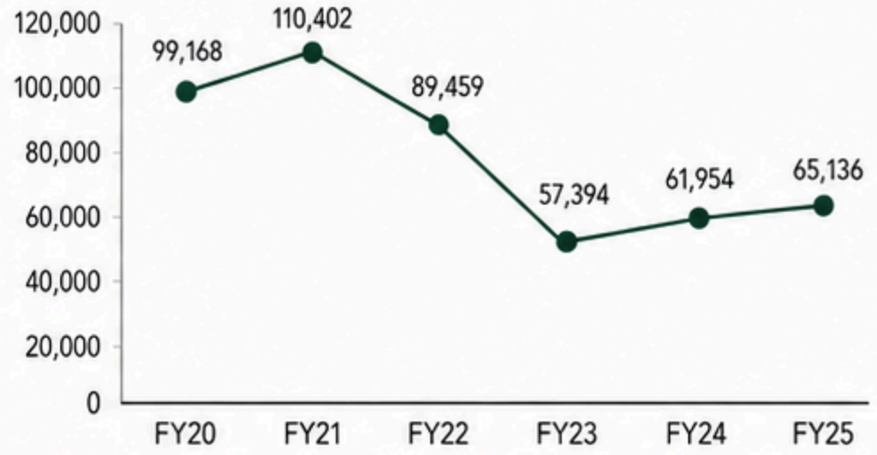
Despite a 34.3% decline in active CNA certifications from FY20 to FY25, initial certifications were higher in FY25 than in FY20.

**65,136**

**Active CNA Certifications in FY25**

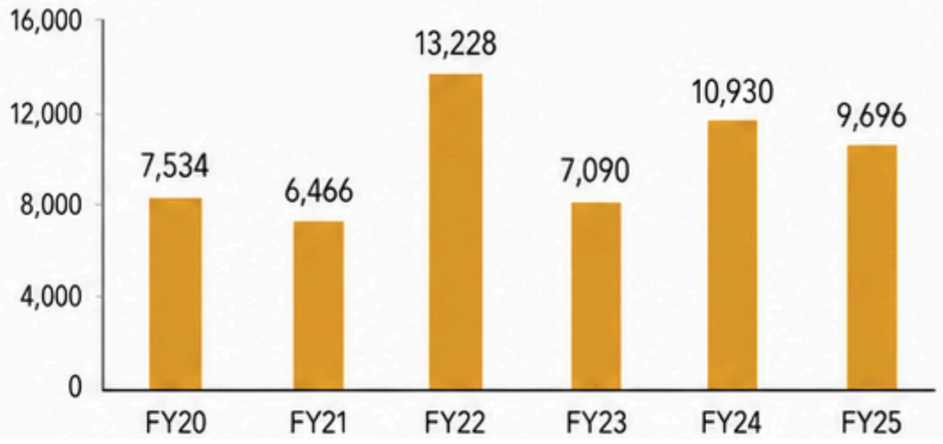
Post-pandemic declines have been driven primarily by reduced renewals rather than a shortage of new CNA entrants.

### Active CNA Certifications, FY20-FY25




CNA certifications surged during the pandemic, peaking at 110,402 in FY21 before falling nearly 48% by FY23.

### Initial CNA Certifications




Initial certifications represent between12-18% of active CNA certifications fromFY22–FY25.

### Retention and Renewal Insight

Declining renewals, rather than fewer new entrants, drove decreases in CNA certifications after FY21

### Renewed CNA Certifications (Returned and Maintained)

| FY20 | FY21 | FY22 | FY23 | FY24 | FY25 |
|---|---|---|---|---|---|
| 22,810 | 25,121 | 40,380 | 24,435 | 24,531 | 27,028 |

**Source** : Maryland Board of Nursing. (2025). *Annual report: Fiscal year 2025*. Maryland Department of Health.