UNIVERSITY of MARYLAND
SCHOOL OF NURSING
MARYLAND NURSING
WORKFORCE CENTER

Maryland Nursing Workforce at a Glance: FY20–FY25

KEY TAKEAWAYS

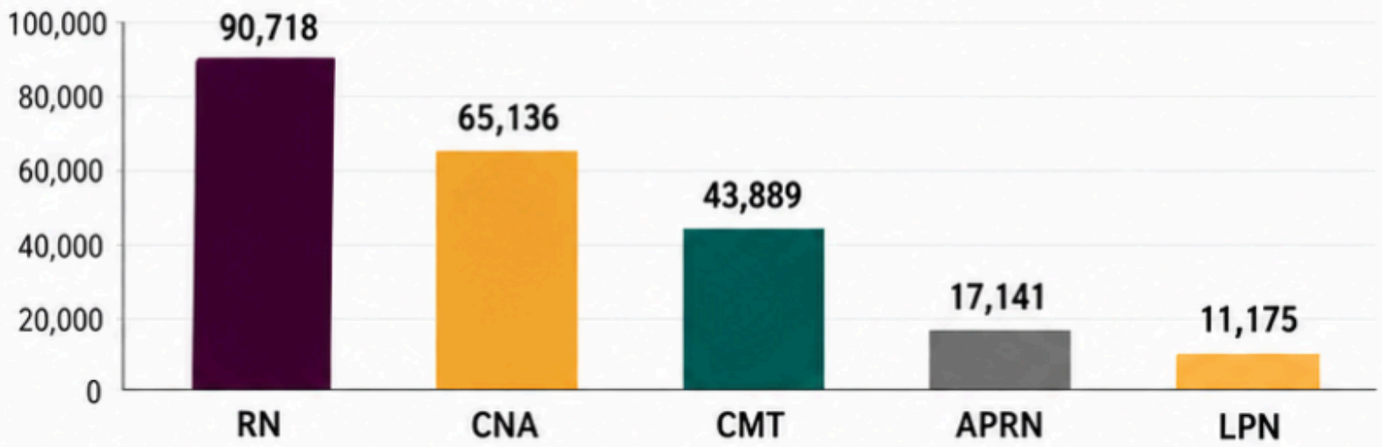
COVID-19 reshaped Maryland's nursing workforce, driving broader changes across the healthcare workforce.

FY21 marked a peak in licensure and certification levels across nursing roles, followed by declines and subsequent stabilization in FY24 and FY25.

By FY24 and FY25, licensure and certification levels began to stabilize, signaling a return toward pre-pandemic workforce dynamics.

Maryland's nursing workforce trends varied by role across the Licensure/Certification-to-Employment Continuum. Between FY20 and FY25, RNs remained the largest workforce segment, growing 10% to 90,718; CNAs saw the steepest decline, shrinking 34%; and APRN nearly doubled in number, creating much-needed resources, potentially expanding access to advanced practice nursing care statewide.

FY25 Active Licenses and Certification



RN	CNA	CMT	APRN	LPN
90,718	65,136	43,889	17,141	11,175
FY20–FY25	FY20–FY25	FY20–FY25	FY20–FY25	FY20–FY25
↑ 10.0% increase	↓ 34.3% decrease	↓ 3.5% decrease	↑ 93.7% increase	↓ 2.9% decrease

CALL TO ACTION

A resilient nursing workforce requires retaining experienced clinicians, supporting career advancement, and using workforce intelligence to guide strategic investments across Maryland.

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