UNIVERSITY of MARYLAND
SCHOOL OF NURSING
MARYLAND NURSING
WORKFORCE CENTER

Maryland Registered Nurses:
Workforce Trends FY20–FY25

KEY TAKEAWAYS

RN licensure levels remained stable throughout the pandemic and recovery period.

The RN workforce stayed relatively stable at around 90,000 active licenses across FY20–FY25.

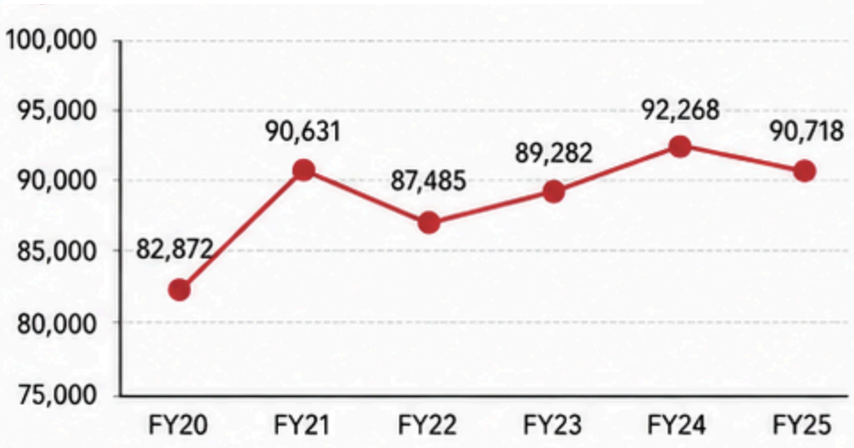
The RN workforce demonstrated strong resilience and retention, yet variability exists geographically.

90,718

Active RN Certifications in FY25

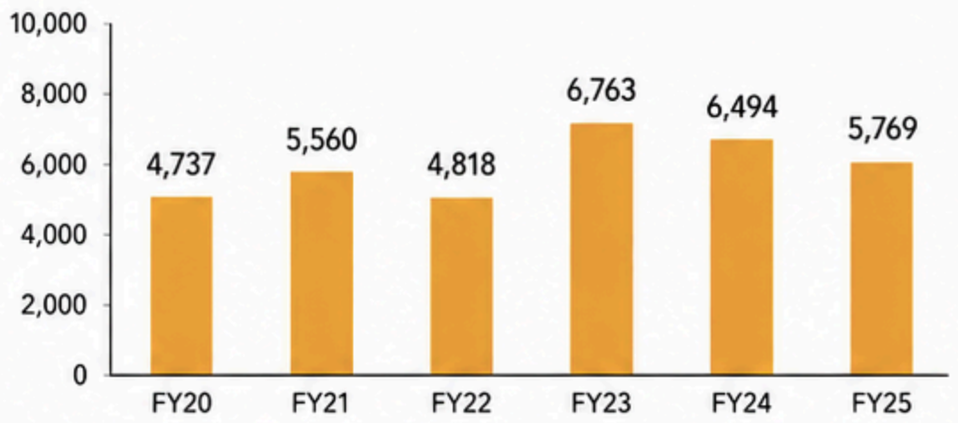
RNs remained the state's largest direct care workforce with the majority working in hospital settings (36%).

Active RN Certifications, FY20-FY25



Active RN licenses stayed near 90,000 with a 9.5% increase in the past 6 years.

Initial RN Certifications



Initial RN licenses remained near 6-7% of active RN licenses in most years, with a slight decline in initial licenses in recent years.

Retention and Renewal Insight

Renewal activity remained resilient across FY20–FY25, supporting continued RN workforce stability.

Renewed RN Certifications (Returned and Maintained)

FY20	FY21	FY22	FY23	FY24	FY25
36,949	47,143	40,642	40,628	42,303	43,080

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