



MARYLAND ACTION COALITION

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FUTURE OF NURSING™ CAMPAIGN FOR ACTION

Analysis of COVID-19 Impact on Maryland Nursing Workforce

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Abstract

Background: In August 2021, the Maryland Nursing Workforce Center partnered with researchers at the Johns Hopkins School of Nursing and Bloomberg School of Public Health to design and execute a statewide survey of Maryland's nursing workforce.

Objectives: To characterize the impact of the pandemic on Maryland's nurses, explore their intent to stay or leave the profession, and, identify actions that would encourage nurses to remain in their current positions.

Methods: An online anonymous survey composed of 71 closed and open ended questions was distributed using a snowball sampling approach.

Results: 1,999 respondents completed the survey. The COVID-19 pandemic took a toll on the physical, mental and emotional health of the respondents. Sixty-two percent reported an intent to leave their current nursing job. Factors affecting willingness to remain in the Maryland nursing workforce included financial incentives with salary increases, annual bonuses, hazard pay and increased retirement contributions. Improved staffing standards, self-scheduling, shared governance and flexibility in shift work were strong factors contributing to intent to stay.

Conclusion: Healthcare leaders, legislators, regulatory bodies and nurses have opportunities to address fundamental issues related to the nursing workforce.