

# Growing Demand for Healthcare Workers in Maryland

Maryland has faced several healthcare worker shortages for years, and the coronavirus pandemic has only exacerbated these needs. In 2015, there were about 10 open healthcare jobs for every unemployed worker in the United States. By 2018, even before the coronavirus outbreak, this number had risen by more than 30 percent, with 13 open jobs for every unemployed healthcare worker. As states brace for a second wave of coronavirus infections, addressing these shortages will become even more critical.

In Maryland, the demand for healthcare workers in general has steadily outpaced the supply of needed workers, with at least 13 open healthcare jobs for every available unemployed healthcare worker in the state from 2015 to 2018.

However, the demand is much higher for high-skilled healthcare workers, called healthcare practitioners (including doctors, specialists, registered nurses, etc.), in Maryland.

In 2018, the ratio was

**23.4 to 1** open healthcare practioner jobs for each available healthcare practioner who was unemployed.

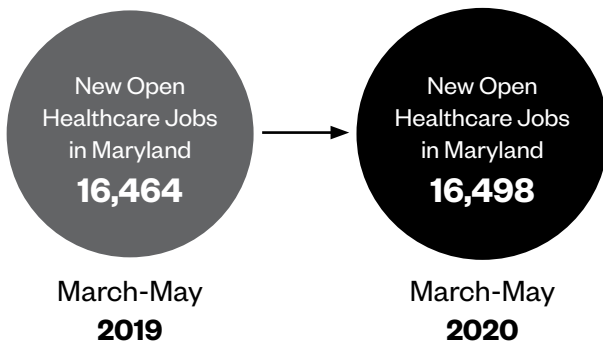
Nurses: **26.5 to 1**      Health Aides: **3.8 to 1**

Even as Maryland faces these shortages, demand for healthcare workers has remained steady. Despite record levels of job losses in other sectors in the wake of the coronavirus outbreak, the number of open healthcare jobs from March 1, 2020 to May 31, 2020 barely changed.

From March-May 2020, there were

**16,498** new open healthcare jobs in Maryland.

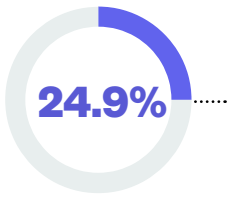
This is an increase of **+0.2%** over the same period in 2019.



**Nursing Assistants**  
**+94.0%** ● → ●

**Physicians<sup>1</sup>**  
**+43.5%** ● → ●

Given these growing shortages and the imminent need for healthcare workers during the COVID-19 crisis, the role of immigrants in the healthcare industry is vital to the fight against the disease and to a successful recovery in its aftermath.



Immigrants make up a large share of the overall healthcare workforce in Maryland, with **24.9% of all healthcare workers being immigrants.**

From 2015-2019, demand for bilingual healthcare workers in Maryland grew by

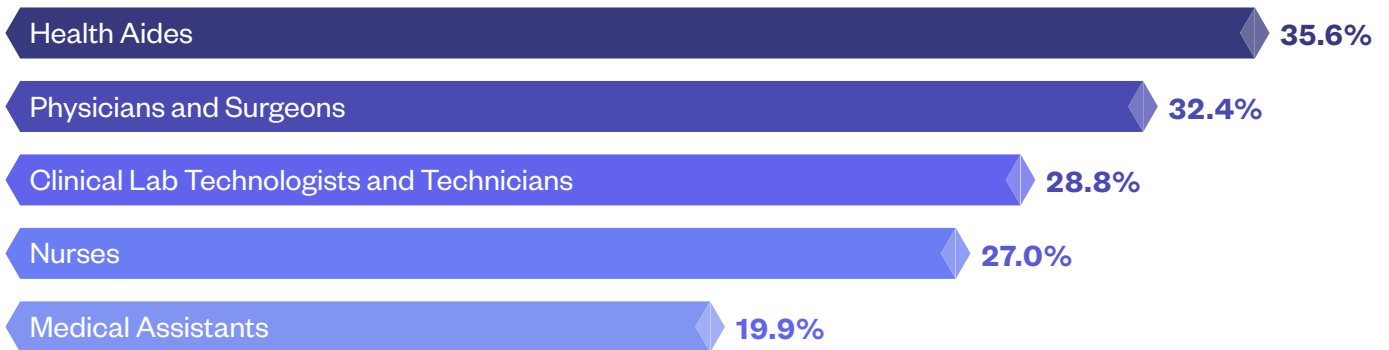
**+80.6%**



More than three-quarters of Maryland's immigrant healthcare workers are bilingual, with **71.0% proficient in English and another language.**

More specifically, we find that immigrants are well represented from the highest skilled specialists to the equally vital day-to-day healthcare support workers:

### Immigrant shares of select healthcare occupations in Maryland, 2018...



1 Demand is measured by new job postings.