

# HOUSE BILL 821

K3, J2, J3

2lr1845  
CF SB 518

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By: **Delegates Turner and Landis**

Introduced and read first time: February 3, 2022

Assigned to: Health and Government Operations

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## A BILL ENTITLED

1 AN ACT concerning

2 **Career Pathways for Health Care Workers Program**

3 FOR the purpose of establishing the Career Pathways for Health Care Workers Program  
4 in the Maryland Department of Labor for the purpose of providing matching grants  
5 to eligible employers for training programs attended by health care workers; and  
6 generally relating to the Career Pathways for Health Care Workers Program.

7 BY adding to

8 Article – Labor and Employment

9 Section 11–1501 through 11–1507 to be under the new subtitle “Subtitle 15. Career  
10 Pathways for Health Care Workers Program”

11 Annotated Code of Maryland

12 (2016 Replacement Volume and 2021 Supplement)

13 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,  
14 That the Laws of Maryland read as follows:

15 **Article – Labor and Employment**

16 **SUBTITLE 15. CAREER PATHWAYS FOR HEALTH CARE WORKERS PROGRAM.**

17 **11–1501.**

18 (A) IN THIS SUBTITLE THE FOLLOWING WORDS HAVE THE MEANINGS  
19 INDICATED.

20 (B) “DIVISION” MEANS THE DIVISION OF WORKFORCE DEVELOPMENT AND  
21 ADULT LEARNING.

22 (C) “ELIGIBLE EMPLOYER” MEANS A HOSPITAL OR RELATED INSTITUTION

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EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1 AS THOSE TERMS ARE DEFINED IN § 19-301 OF THE HEALTH – GENERAL ARTICLE.

2 (D) “HEALTH CARE WORKER” MEANS:

3 (1) A WORKER LICENSED OR CERTIFIED UNDER TITLE 8 OF THE  
4 HEALTH OCCUPATIONS ARTICLE; OR

5 (2) ANY OTHER INDIVIDUAL EMPLOYED BY AN ELIGIBLE EMPLOYER  
6 WHO PROVIDES PERSONAL CARE, ASSISTANCE, OR TREATMENT SERVICES DIRECTLY  
7 TO PATIENTS OR RESIDENTS IN THE COURSE OF THE WORKER’S REGULAR DUTIES.

8 (E) “HBCU” INCLUDES:

9 (1) BOWIE STATE UNIVERSITY;

10 (2) COPPIN STATE UNIVERSITY;

11 (3) MORGAN STATE UNIVERSITY; AND

12 (4) THE UNIVERSITY OF MARYLAND EASTERN SHORE.

13 (F) “PROGRAM” MEANS THE CAREER PATHWAYS FOR HEALTH CARE  
14 WORKERS PROGRAM.

15 (G) “TRAINING PROGRAM” MEANS A TRAINING PROGRAM PROVIDED FOR  
16 HEALTH CARE WORKERS BY AN HBCU OR A COMMUNITY COLLEGE.

17 11-1502.

18 (A) THERE IS A CAREER PATHWAYS FOR HEALTH CARE WORKERS  
19 PROGRAM IN THE DEPARTMENT.

20 (B) THE DIVISION SHALL ADMINISTER THE PROGRAM.

21 (C) THE DIVISION MAY ADOPT REGULATIONS TO IMPLEMENT THE  
22 PROGRAM.

23 11-1503.

24 (A) THE PURPOSE OF THE PROGRAM IS TO PROVIDE MATCHING GRANTS TO  
25 ELIGIBLE EMPLOYERS THAT PAY FOR TRAINING PROGRAMS ATTENDED BY HEALTH  
26 CARE WORKERS.

(B) THE GOAL OF THE PROGRAM IS TO PROVIDE INCREASED OPPORTUNITIES FOR HEALTH CARE WORKERS TO RECEIVE TRAINING ACROSS THE STATE.

11-1504.

(A) EACH YEAR, THE DIVISION SHALL ISSUE A REQUEST FOR APPLICATIONS FROM ELIGIBLE EMPLOYERS FOR MATCHING GRANTS OFFERED UNDER THE PROGRAM.

(B) TO RECEIVE A MATCHING GRANT UNDER THE PROGRAM, AN ELIGIBLE EMPLOYER SHALL SUBMIT TO THE DIVISION AN APPLICATION WHICH SHALL INCLUDE:

(1) A LIST OF TRAINING PROGRAMS THAT HEALTH CARE WORKERS HAVE REQUESTED TO ATTEND DURING THE IMMEDIATELY FOLLOWING CALENDAR YEAR;

(2) THE COST OF ANY TRAINING PROGRAMS THAT HEALTH CARE WORKERS HAVE REQUESTED TO ATTEND DURING THE IMMEDIATELY FOLLOWING CALENDAR YEAR AND FOR WHICH AN ELIGIBLE EMPLOYER HAS AGREED TO PAY;

(3) SUFFICIENT DETAIL ABOUT A TRAINING PROGRAM TO ALLOW THE DIVISION TO ENSURE THAT THE TRAINING PROGRAM MEETS THE REQUIREMENTS OF THIS SUBTITLE; AND

(4) AN ASSURANCE THAT THE TRAINING PROGRAM SHALL BE PROVIDED AT NO COST TO A HEALTH CARE WORKER.

11-1505.

(A) IN EVALUATING THE APPLICATIONS SUBMITTED UNDER § 11-1504 OF THIS SUBTITLE AND SELECTING ELIGIBLE EMPLOYERS TO RECEIVE A MATCHING GRANT UNDER THE PROGRAM, THE DIVISION SHALL SECURE MATCHING CASH CONTRIBUTIONS OR OTHER CONSIDERATION FOR TRAINING PROGRAMS DURING THE IMMEDIATELY FOLLOWING CALENDAR YEAR IN AN AMOUNT AT LEAST EQUAL IN VALUE TO THE AMOUNT REQUESTED FROM THE PROGRAM.

(B) (1) THE DIVISION MAY NOT AWARD A MATCHING GRANT THAT EXCEEDS \$50,000 EACH YEAR TO AN ELIGIBLE EMPLOYER.

(2) IF THE DIVISION RECEIVED APPLICATIONS FOR MATCHING GRANTS TOTALING MORE THAN THE AMOUNT OF FUNDS APPROPRIATED FOR THE

PROGRAM FOR A FISCAL YEAR, THE DIVISION SHALL AWARD THE GRANTS ON A PRO RATA BASIS.

(C) A MATCHING GRANT AWARDED UNDER THE PROGRAM SHALL BE VALID FOR 1 CALENDAR YEAR.

(D) AN ELIGIBLE EMPLOYER RECEIVING A MATCHING GRANT UNDER THE PROGRAM SHALL USE THE GRANT TO SUPPLEMENT, AND NOT SUPPLANT, THE AMOUNT OF FUNDS THAT, IN THE ABSENCE OF THE GRANT, WOULD BE AVAILABLE TO PAY FOR THE TRAINING PROGRAMS TO BE ATTENDED BY HEALTH CARE WORKERS DURING THE IMMEDIATELY FOLLOWING CALENDAR YEAR.

(E) AN ELIGIBLE EMPLOYER RECEIVING A GRANT UNDER THE PROGRAM SHALL PROVIDE A 10% WAGE INCREASE TO A HEALTH CARE WORKER WHO COMPLETES A TRAINING PROGRAM FOR WHICH A GRANT HAS BEEN AWARDED UNDER THE PROGRAM.

(F) IF AN ELIGIBLE EMPLOYER AND AN EMPLOYEE ORGANIZATION OR UNION BARGAIN COLLECTIVELY TO CREATE A TRAINING AND UPGRADING FUND THAT BENEFITS HEALTH CARE WORKERS, ANY GRANT MONEY AWARDED UNDER THE PROGRAM SHALL PASS THROUGH THE FUND.

11-1506.

(A) FOR EACH FISCAL YEAR, THE GOVERNOR SHALL INCLUDE IN THE ANNUAL BUDGET BILL AN APPROPRIATION OF AT LEAST \$1,000,000 FOR THE PROGRAM.

(B) APPROPRIATIONS AND EXPENDITURES MADE FOR THE PURPOSE OF IMPLEMENTING THE PROGRAM, INCLUDING THE USE OF ANY FUNDS RECEIVED BY A PERSON UNDER ANY COMPONENT OF THE PROGRAM, ARE SUBJECT TO AUDIT BY THE OFFICE OF LEGISLATIVE AUDITS AS PROVIDED IN § 2-1220 OF THE STATE GOVERNMENT ARTICLE.

11-1507.

(A) ON OR BEFORE DECEMBER 1 EACH YEAR, BEGINNING IN 2023, THE DIVISION SHALL REPORT TO THE SENATE FINANCE COMMITTEE AND THE HOUSE HEALTH AND GOVERNMENT OPERATIONS COMMITTEE, IN ACCORDANCE WITH § 2-1257 OF THE STATE GOVERNMENT ARTICLE, ON:

(1) THE AMOUNT OF GRANT FUNDS PROVIDED TO ELIGIBLE EMPLOYERS FOR TRAINING PROGRAMS DURING THE REPORTING PERIOD;

1                   **(2) THE NUMBER OF HEALTH CARE WORKERS WHO ATTENDED**  
2 **TRAINING PROGRAMS FOR WHICH GRANT FUNDS WERE USED DURING THE**  
3 **REPORTING PERIOD; AND**

4                   **(3) THE HBCUs OR COMMUNITY COLLEGES WHICH PROVIDED**  
5 **TRAINING PROGRAMS TO HEALTH CARE WORKERS AND FOR WHICH GRANT FUNDS**  
6 **WERE USED DURING THE REPORTING PERIOD.**

7           SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect  
8   October 1, 2022.