



Meeting with Maryland DLLR Secretary Schultz at the Welcome Back Center of Suburban Maryland, Montgomery County HHS

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**Overview of Center Success, Challenges, and Future Efforts**

September 25, 2018

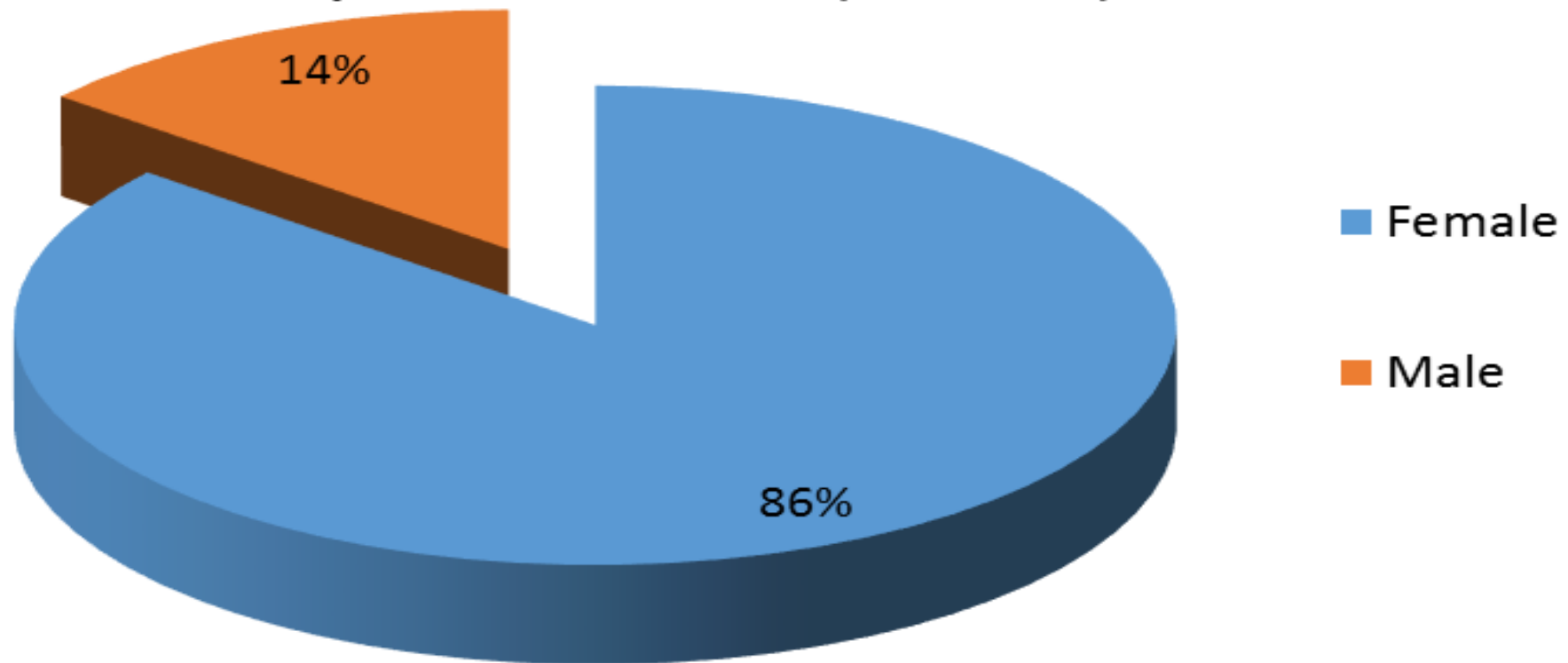
## Context

- Despite the fact that many immigrants in Maryland are highly educated , well experienced health professionals, many of them are currently under-employed and are not utilizing their skilled-training and full intellectual potential
- High demand for health professionals
- Greater workforce diversity may lead to improved health outcomes

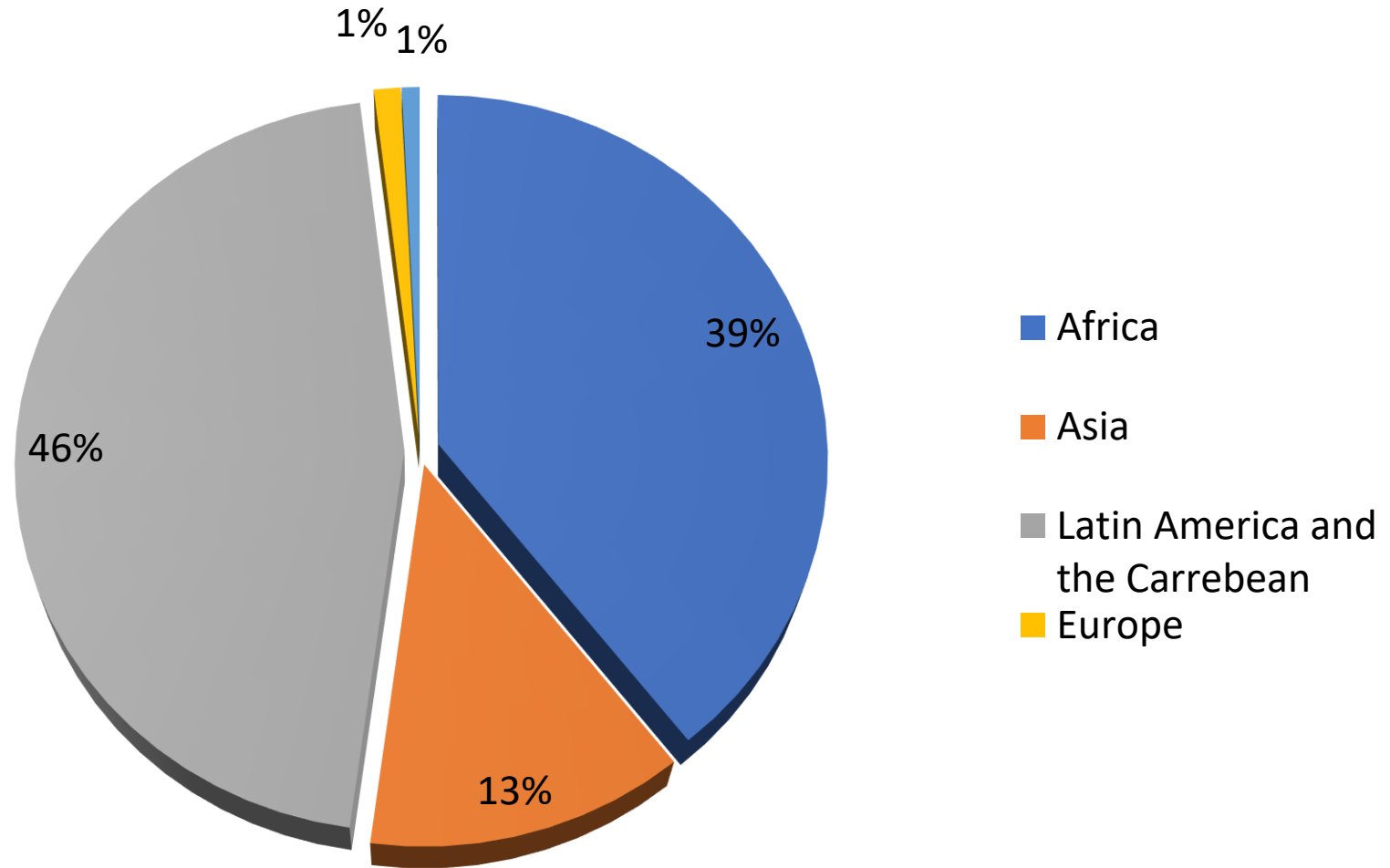
## Background

- Launched in March 2006
- Became one of several centers comprising the national “Welcome Back Initiative” network
- An evidence-based model which includes key elements of successful programs across the country
- Seeks to diversify the health workforce and address the health professions shortage
- Provides services to facilitate the Maryland licensure/certification process for internationally-trained health professionals

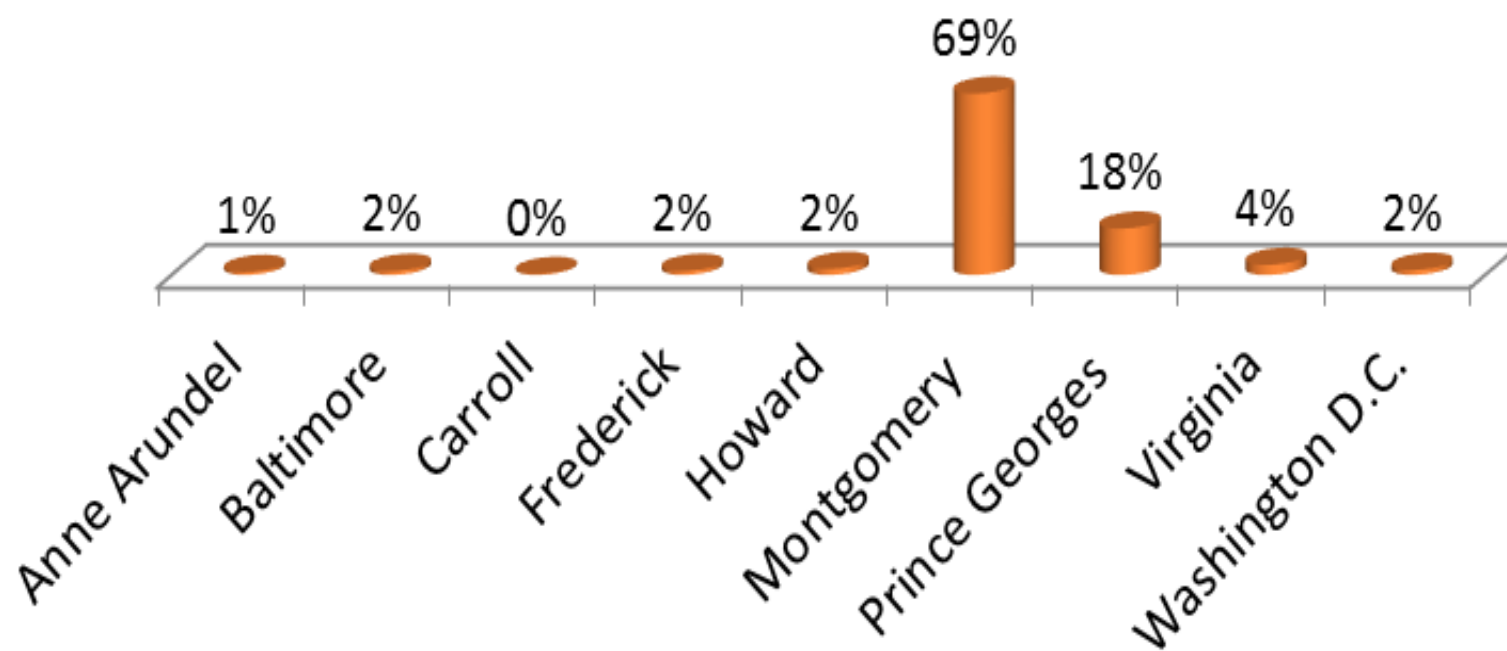
## Participants Gender (n= 259)



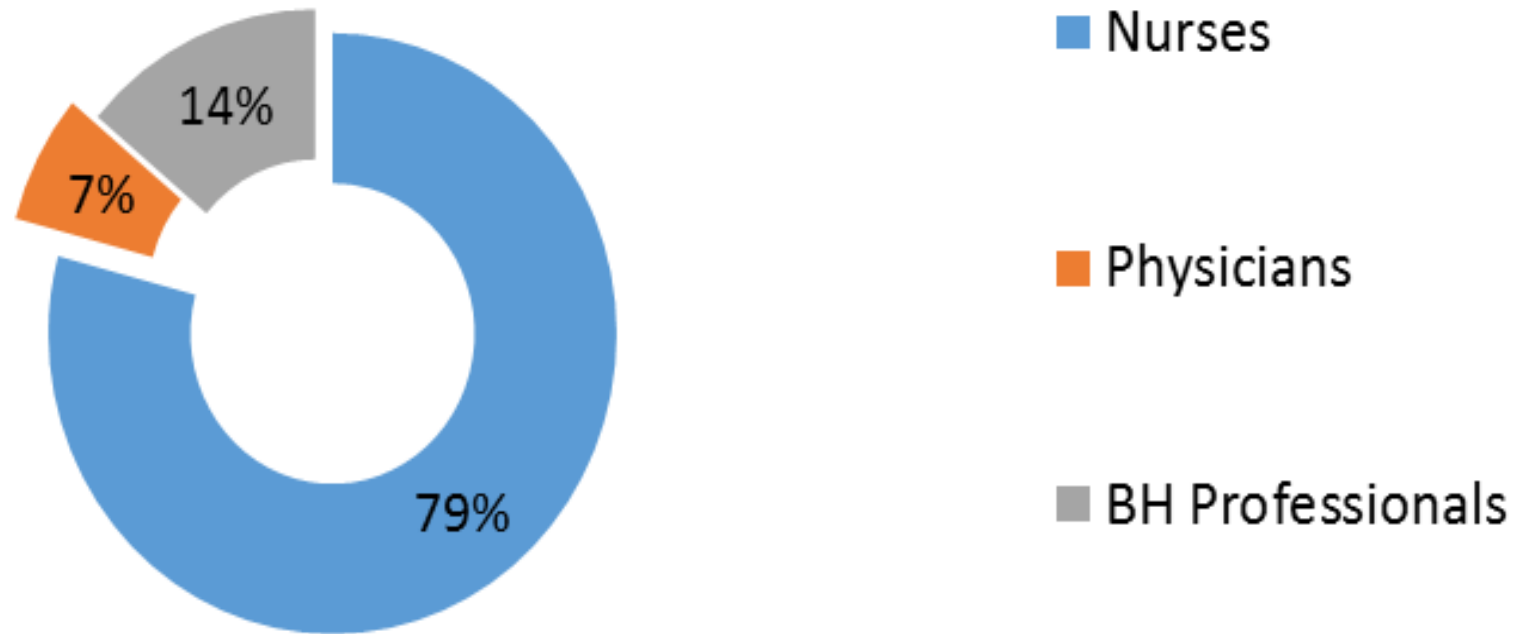
# Participant's Geographic Region of Origin (n=259)



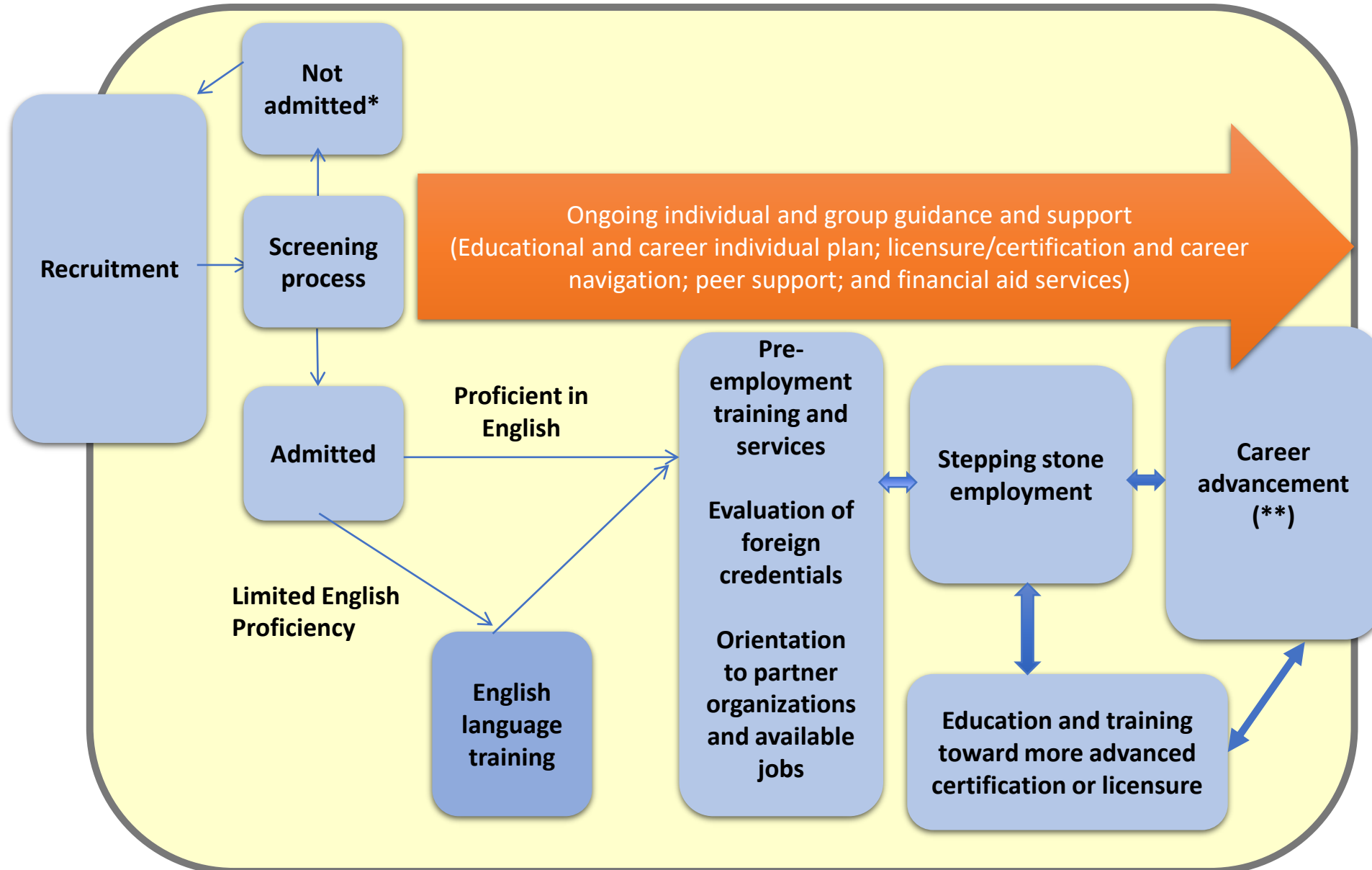
## Participants County of Residence ( n=259)



## Participants' Profession( n=259)



Montgomery County Department of Health and Human Services  
 Welcome Back Center of Suburban Maryland  
 Program Flow for Center Participants (2006-Present)



\*Participants not admitted because of space limitation or not fulfilling the minimum selection criteria may reapply once they fulfill the criteria.

\*\*Participants make a commitment to work in Maryland for 2 years after obtaining licensure /certification and securing a job in the health field.



Welcome  
Back Center  
Overall  
Cumulative  
Program  
Outcomes

**Total of Licenses/Certifications  
obtained**

**132**

Number of Jobs secured in the Health  
Field

154

Average increase in Wages  
(From \$ 11/hour at the time  
participants entered the program to  
29.31/hour at the time hired as RNs)

166%

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# Challenges



Low pay for entry level  
behavioral health jobs



Lengthy and unclear  
Certification/Licensing  
process with the boards



Frequent turnover of  
employer staff

# Future Plans

- Engage in a closer collaboration with the State to advance work for internationally trained health professionals with :
  - Licensing/Certification Boards of Maryland
  - Legislators in the Maryland Assembly
- Continue work with Behavioral Health professionals after Pilot Program with the EARN grant closes
- Advance work with foreign trained physicians to re-enter the workforce exploring alternative pathways
- Strengthen collaborative work with Maryland Skilled Immigrant Task Force

