

Which Health Workers Are Hardest to Recruit and Retain in New York?



- ★ Registered Nurses (RNs) and
 - ★ Licensed Practical Nurses (LPNs)
- are among the most difficult to recruit and retain in ALL health care settings

In addition, recruitment and retention of other workers is difficult in

-  **Hospitals:**
 - Clinical Laboratory Technologists
 - Surgical Technicians
-  **Nursing Homes:**
 - Certified Nurse Aides (CNAs)
-  **Adult Care Facilities:**
 - Home Health Aides
 - Personal Care Aides
-  **Home Health Care Agencies:**
 - Home Health Aides
 - Personal Care Aides (*especially upstate*)*
-  **Federally Qualified Health Centers (FQHCs):**
 - Oral Health Providers
 - Behavioral Health Providers
 - Medical Assistants (MAs)



Health Care Worker Recruitment and Retention in New York State: What Are the Issues? September 2024

* Upstate includes Capital District, Central NY, Finger Lakes, Hudson Valley, Mohawk Valley, North Country, Southern Tier, and Western NY regions.

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