

# Data and Research on New York's Registered Nursing Workforce

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# Center for Health Workforce Studies

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- **CHWS** - An academic research center established in 1996 and based at the College of Integrated Health Sciences, University at Albany, State University of New York
  - **Mission** - To provide timely, accurate information and conduct policy-relevant research about the health workforce
  - **Goal:** To assist stakeholders to understand health workforce issues and challenges in order to inform workforce development
  - **Areas of Focus:**
    - New York State Health Workforce
    - Oral Health Workforce
    - Health Workforce Technical Assistance

# Registered Nursing Shortages in the US

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- Periodic shortages of registered nurses (RNs) in the US, particularly in acute care hospitals
- Previous shortages were attributed to an aging RN workforce, lack of interest in nursing careers, changes in the health care delivery system, attrition from patient care
  - Strategies included:
    - New candidate pools for careers in nursing (LPN career ladder, second career, men)
    - Increased recruitment of foreign-trained RNs
    - National campaign promoting the value of a nursing career

# Most Recent RN Shortage Exacerbated by COVID-19 Pandemic

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- Attrition of patient care RNs during and after COVID-19
  - Contracted COVID-19 or feared contracting the disease
  - Refused vaccine mandate
  - Found better jobs
  - Left for family obligations
  - Retired
- Nursing education pipeline faced challenges
  - Moved to virtual classroom learning
  - Clinical rotations paused and use of simulation increased dramatically
  - Mostly on-time graduations
  - NCLEX pass rates dropped
- While the pandemic eased, RN shortages persisted

# Today's Presentation

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- What we know about the state's RN workforce
  - Health Workforce Monitoring
    - Annual Survey of Nursing Education Program Deans
    - RN Re-registration Survey
    - Annual Provider Recruitment and Retention Survey
  - Cabrini study findings

# Annual Survey of Deans

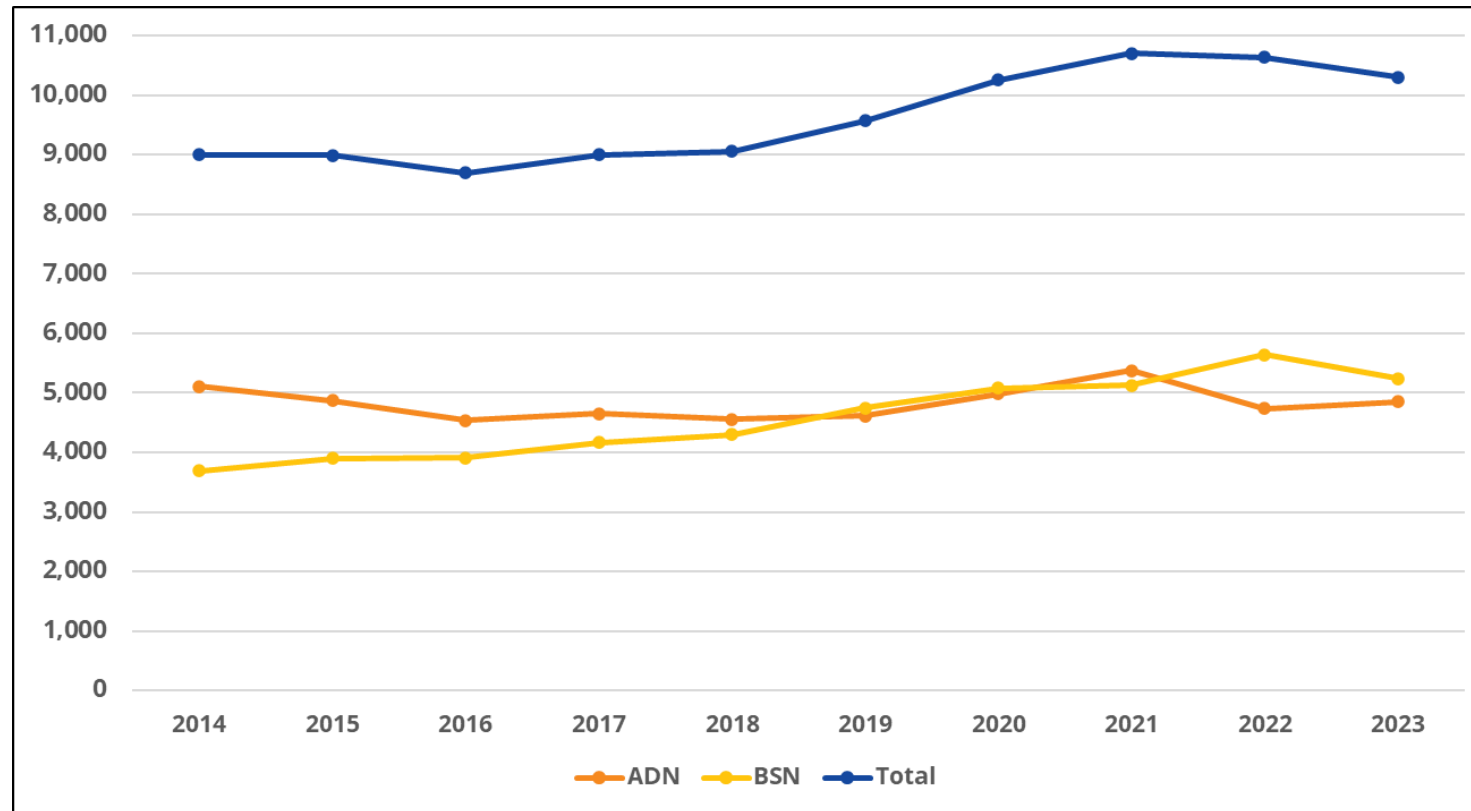
## NY RN Education Programs (2002-present)

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- Monitor the RN educational pipeline in New York
- Assess
  - Applications and acceptances
  - Capacity limitations
  - Graduations
  - Current job market for RNs
- Key takeaways in 2023:
  - 3% drop in new RN graduations in 2023 compared to 2022
    - Decline in BSN grads attending programs at private colleges and universities
  - Deans report ongoing challenges that include filling faculty vacancies and lack of clinical training sites
- 2022 Infographic: [Understanding New York's RN Education Pipeline](#)

# Small Drop in RN Graduations in New York in 2023 Compared to 2022

RN Graduations From NY Programs by Degree Type, 2014-2023\*



Sources: NYSED, IPEDS, CUNY Nursing Degree Programs Report, Excelsior University.

\* Excludes BSN completers.

# RN Re-Registration Survey

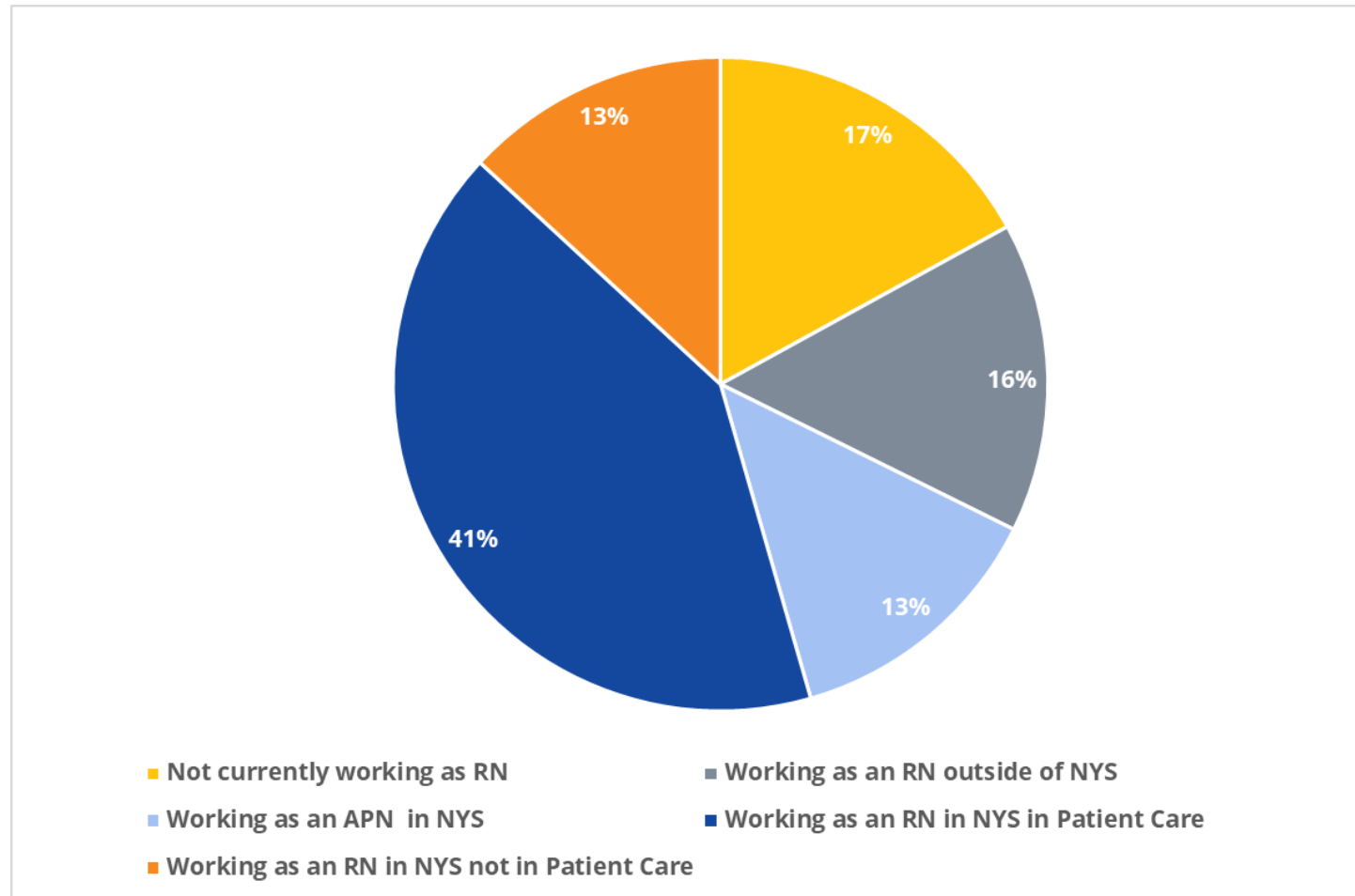
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- New York Health Professions Data Bill signed into law in 2021
  - Mandatory re-registration surveys for over 40 licensed health professions (excludes physicians)
  - No funding provided to implement program
  - CHWS, working with DOH and SED, identified limited resources to launch re-registration surveys for registered nurses (RNs) and licensed practical nurses (LPNs)



# Two-Thirds of the State's Licensed RNs Actively Work in Nursing

Status of NYS Licensed RNs, 2023



Source: NYS RN Re-registration Survey.

# Over Half of the State's Active Patient Care RNs Work in Hospitals

Percent of Active RNs in NYS by Setting, 2023

Setting	Percent of Active RNs
Hospital Inpatient	51.0%
Hospital Outpatient	11.1%
Private Practices/Clinics	6.0%
Nursing Homes	4.5%
Home Health Care	4.1%
School Health	3.6%
Inpatient Residential Facilities	2.9%
Federal Government	2.2%
Free Standing Ambulatory Surgery	1.8%

Source: NYS RN Re-registration Survey.

# Patient Care RNs Working in Hospitals Are Younger Than All Other RNs

Age Cohorts for Licensed, Active and Hospital Patient Care RNs, 2023

Age Cohort	All Licensed RNs	All Patient Care RNs	Hospital Patient Care RNs
<b>Median Age</b>	<b>48</b>	<b>42</b>	<b>38</b>
20 - 29	8.7%	14.9%	19.1%
30 - 39	23.9%	28.8%	33.1%
40 - 49	18.7%	19.5%	18.9%
50 - 59	19.6%	18.9%	16.7%
60 - 69	18.4%	12.9%	10.1%
70+	6.9%	2.0%	0.8%

Source: NYS RN RE-registration Survey.

# Patient Care RNs in Hospitals More Likely to Report Bachelors or Masters As Their Highest Nursing Degree

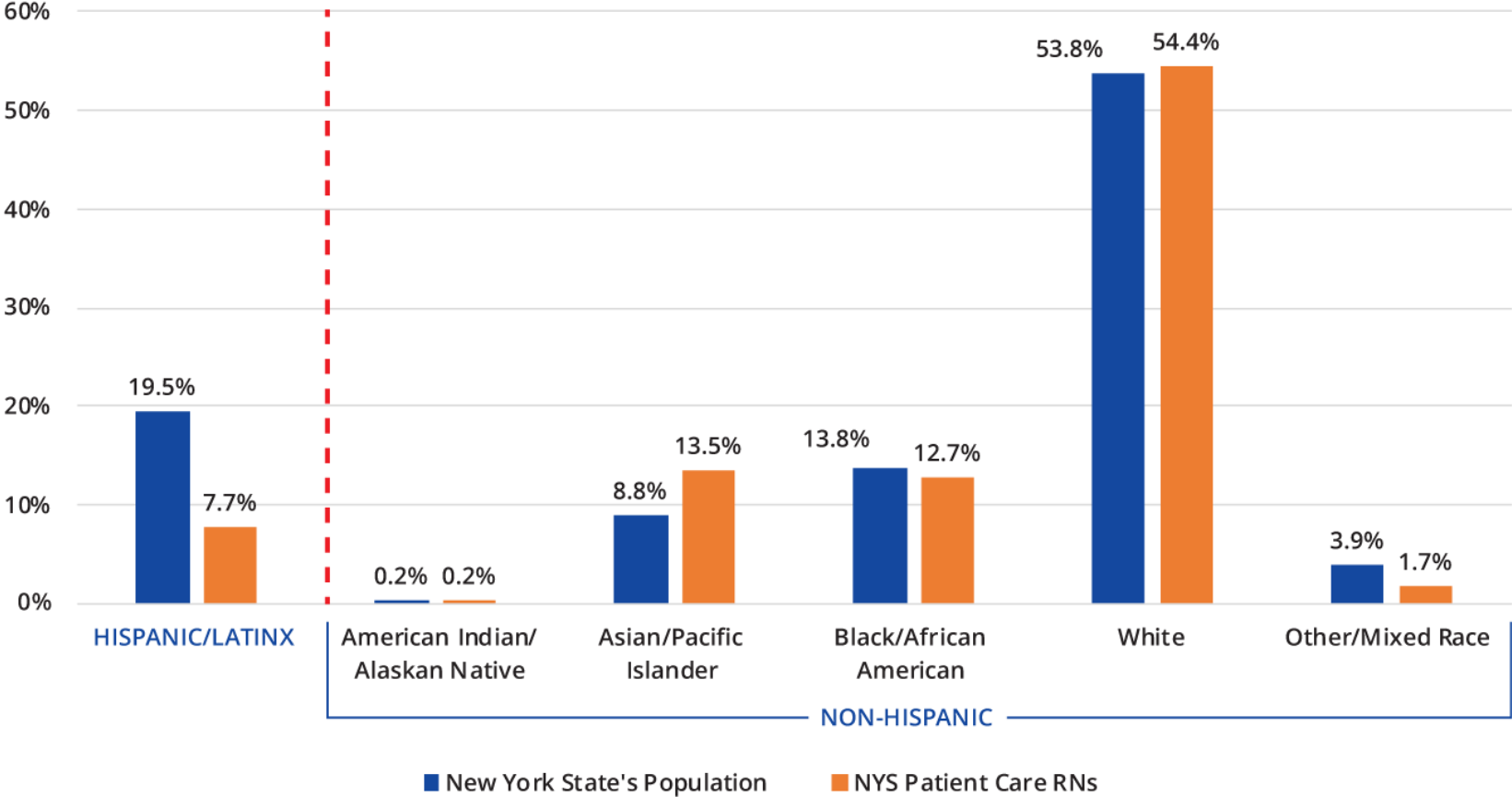
Highest Nursing Degree of NYS Licensed RNs, 2023

	All Licensed RNs	All Patient Care RNs	Hospital Patient Care RNs
<b>Associate/RN Diploma</b>	27.5%	28.0%	20.8%
<b>Bachelor's</b>	51.3%	62.1%	68.7%
<b>Master's</b>	16.5%	8.8%	9.5%
<b>Post-Master's Certificate</b>	1.4%	0.3%	0.3%
<b>Doctorate</b>	2.5%	0.7%	0.7%

Source: NYS RN RE-registration Survey.

# Hispanics Are Underrepresented in the State's Nursing Workforce

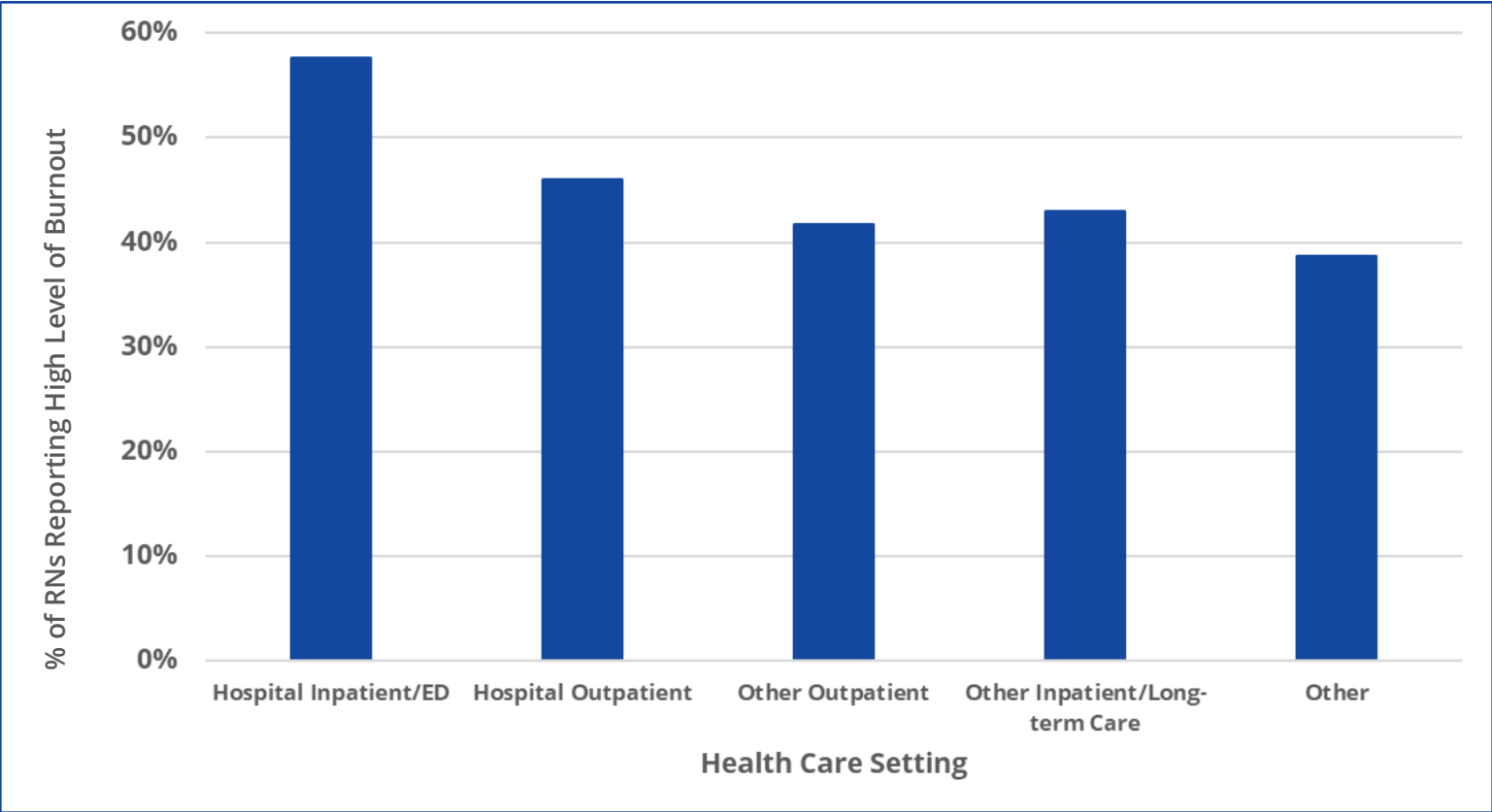
Race and Ethnicity of NYS Licensed RNs, 2023



Sources: US Bureau of Census, American Community Survey 5-year Estimates, 2018–2022; NYS RN Re-registration Survey

# Patient Care RNs in Hospitals Reported High Levels of Burnout

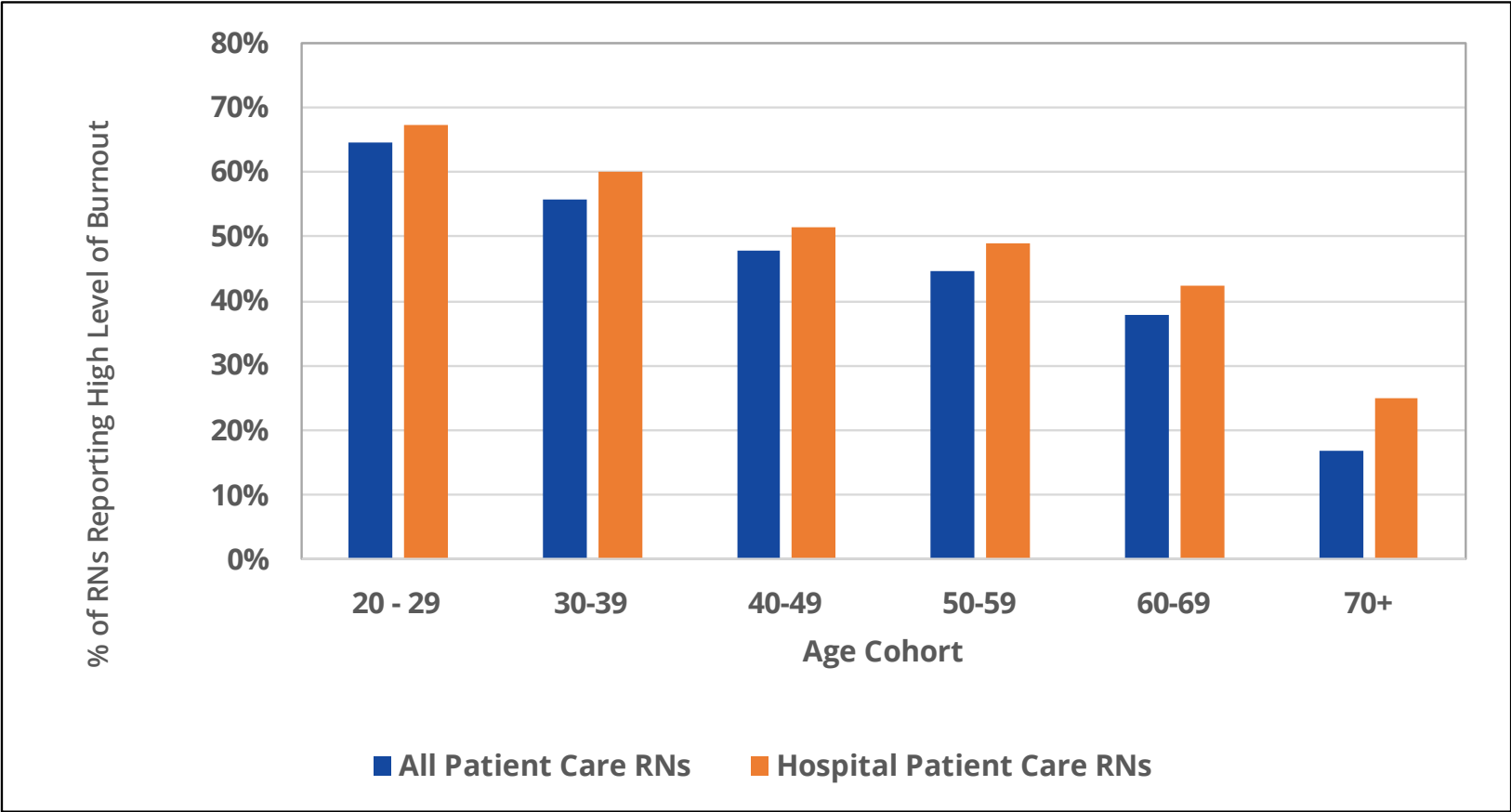
Percent of Patient Care RNs Reporting High Levels of Burnout by Health Care Setting, 2023



Source: NYS RN Re-registration Survey.

# More Younger RNs Reported High Levels of Burnout

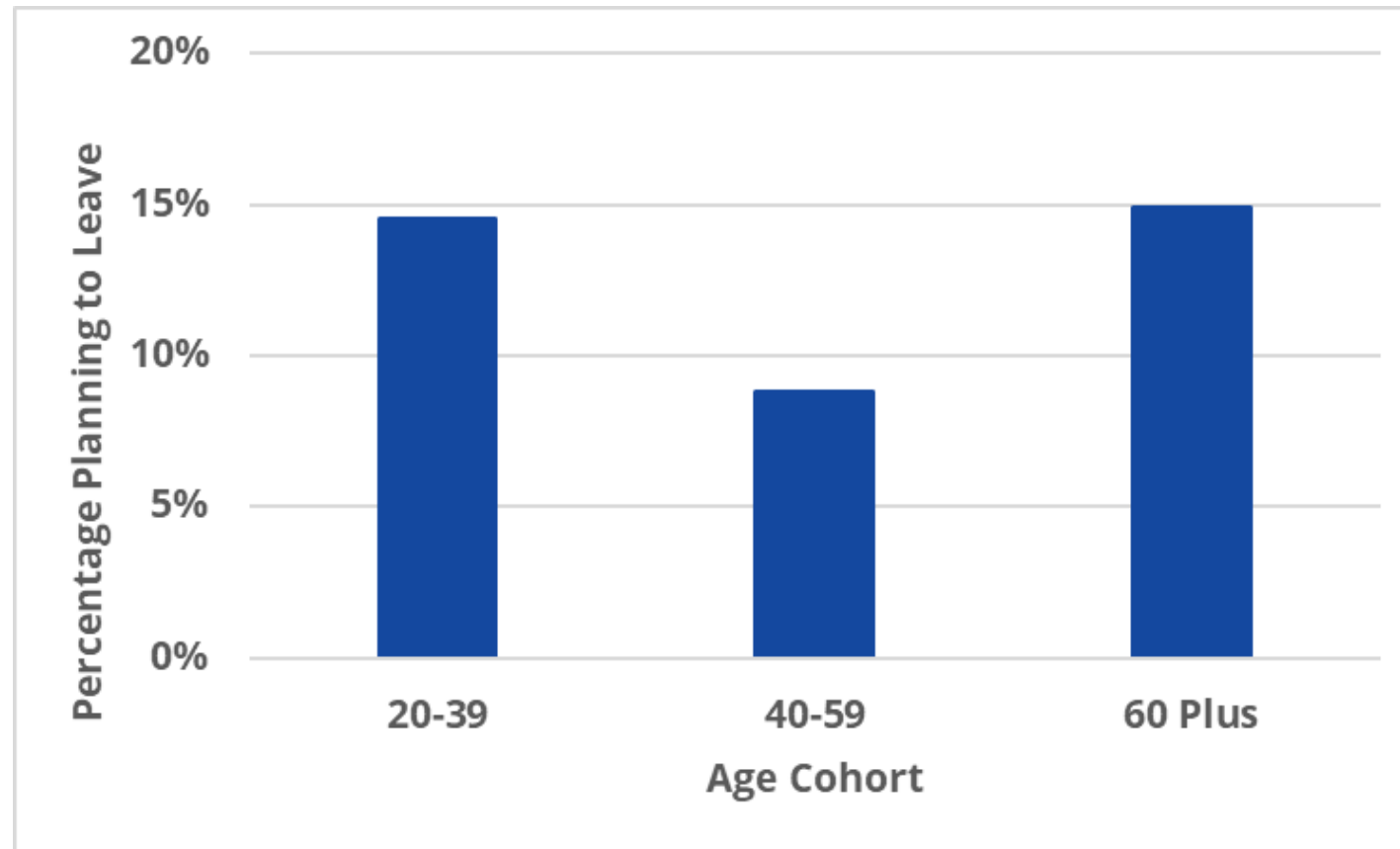
Level of Burnout Reported by Patient Care RNs by Age Cohort, 2023



Source: NYS RN Re-registration Survey.

# Nearly 15% of Young RNs in Hospitals Reported Plans to Leave Their Jobs Within the Next 12 Months

Percent of Hospital RNs Planning to Leave Their Position Within the Next 12 Months, by Age Cohort, 2023



Source: NYS RN Re-registration Survey.



# Research Study: NY Hospital RN Recruitment and Retention Issues

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- Supported by Mother Cabrini Health Foundation
- Mixed-methods research study conducted by CHWS
  - Qualitative
    - Hospital focus groups and key informant interviews
  - Quantitative
    - State and federal data sources
- Purpose of the study
  - To identify the key factors contributing to RN recruitment and retention challenges
  - To describe the most promising strategies to address these challenges, especially for safety-net hospitals

# Factors Contributing to Current RN Shortages in Hospitals

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- Key informants reported and literature review confirmed:
  - Work environment
  - New RN graduates are less prepared for transition to practice
  - Generational shift
    - Younger applicants – very technologically adept
    - More concerned with work-life-balance, flexibility, hybrid work models
    - Less concerned with long-term job benefits

# Recruitment Strategies

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- Educational assistance
- Support for transition to practice - nurse residencies
- Summer student nurse externships
- Competitive wages
- Sign-on bonuses
- Outreach events
- Hospital RNs serving as adjunct faculty at RN education programs

# Retention Strategies

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- Improving workplace culture
  - Magnet or Pathways to Excellence status (or adapted concepts)
  - Leadership training
  - Preceptor training
  - Burnout reduction strategies
  - Violence prevention
- Virtual nursing
- Internal float pools

# Key Takeaways From Cabrini Study

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- No single strategy emerged as a 'silver bullet'
- Differences in approaches based on geography, hospital size, available resources
- Sharing 'best practices' create opportunities for hospitals to learn from each other
- Critical to evaluate both short-term and long-term impacts of strategies on recruitment and retention of RNs
- Timely data on the state's nursing workforce can inform programs and policies designed to address shortages

# Annual Study of New York's Health Workforce

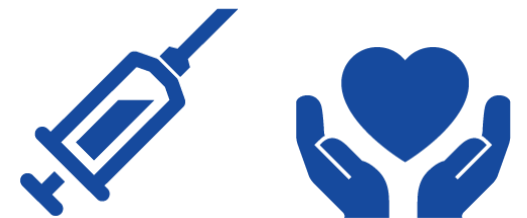
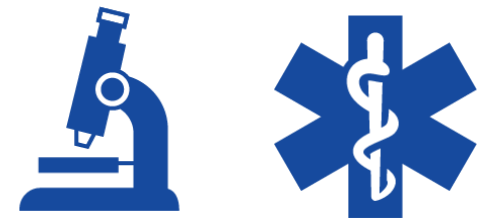
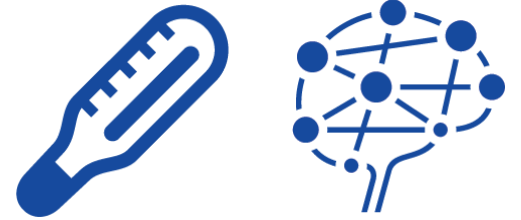
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- Primary and secondary data analysis to describe the state's health workforce
  - Job counts
  - Counts by occupation and salaries
  - Counts of licensed health professionals
  - Annual registered nursing graduations
  - Recruitment and retention issues
    - By occupation
    - By sector
  - Projections

[2024 NYS Health Workforce Report](#)

# Which Workers Are Hardest to Recruit and Retain?

- Registered nurses (RNs) and licensed practical nurses (LPNs) are among the most difficult to recruit and retain in ALL health care settings
- In addition:
  - **Hospitals:** Clinical laboratory technologists and surgical technicians
  - **Nursing Homes:** Certified nurse aides (CNAs)
  - **Adult Care Facilities:** Home health aides and personal care aides
  - **Home Health Care Agencies:** Home health aides and personal care aides, especially upstate
  - **Federally Qualified Health Centers (FQHCs):** Oral health and behavioral health providers



# Looking Ahead

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- Timely and accurate information on NY's health workforce is critical to understanding and responding to health workforce shortages
- Workforce monitoring to focus on:
  - Health education pipeline
  - Supply and distribution
  - Demand and need
- This research can inform data driven strategies to support health workforce development and retention



# Questions?

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