



Trends in New York Registered Nurse Graduations, 2002-2017



School of Public Health
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PREFACE

This report presents the results of the 2017 survey of deans and directors of registered nurse (RN) education programs in New York, conducted by the Center for Health Workforce Studies (CHWS). The survey is conducted annually and asks questions about applications, admissions, and RN graduations as well as an assessment of the local job market for newly trained RNs. The primary goal of this analysis is to document trends in RN graduations, regionally and statewide, and understand how these trends may affect the supply of RNs in New York. This is the fourteenth annual survey of RN education programs in New York, and was conducted in the summer and fall of 2017.

This report was prepared by CHWS staff, Robert Martiniano, R. Ashley Krohmal, and Jean Moore, with layout design by Leanne Keough and Morgan Clifford.

Established in 1996, CHWS is a not-for-profit research organization, based at the School of Public Health, University at Albany, State University of New York (SUNY). The mission of CHWS is to provide timely, accurate data and conduct policy-relevant research about the health workforce. The research conducted by CHWS supports and promotes health workforce planning and policymaking at local, regional, state, and national levels. Today, CHWS is a national leader in the field of health workforce studies and the only HRSA-sponsored center with a unique focus on the oral health workforce.

The views expressed in this report are those of CHWS and do not necessarily represent positions or policies of the School of Public Health, University at Albany, SUNY, or the New York State Department of Health.

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Special appreciation is extended to all of the deans and directors who responded to the survey, providing vital information about the state's RN education pipeline.

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Background

Registered nurses (RNs) represent the single largest health profession both nationally and in New York. RNs educated in New York represent the greatest source of active RNs in the state. Nursing practice is changing as health care shifts focus to primary care and preventive services provided in ambulatory settings. RNs increasingly work as care coordinators and patient navigators, with more active involvement in chronic disease management.

In addition to RNs assuming new roles and responsibilities, educational requirements for licensure in New York are changing. Recently enacted legislation requires that in the near future registered nursing graduates must obtain a baccalaureate degree (BSN) or higher in nursing within 10 years of initial licensure.*

It will be important to assess the impact of this new law on the production of RNs in the state. Assuring access to BSN completer programs statewide will be vital, particularly in regions of the state where there is currently limited access to BSN education. Over the past 10 years, BSN completers[†] have comprised a growing share of RN graduations in the state. By contrast, the number of newly trained RNs, with RN diplomas, associates degrees (ADNs), or 4-year baccalaureate degrees, has shown little growth since 2011. There is a need to continue to monitor trends in the production of RNs in the state to identify changes in RN production.

Methods

Every year, CHWS surveys the state's RN education program deans and directors (deans and directors) to monitor the production of RNs in the state as well as to assess the job market for newly trained RNs. The most recent survey was conducted in the spring and fall of 2017 and included questions about applications and acceptances to the nursing program, graduations between 2014 and 2017, and perspectives on the local job market for new graduates.

Of the 122 programs eligible to participate in the survey, 112 responded for a 92% response rate. This included 95% of ADN programs and 88% of BSN programs.[‡] Data for non-respondents were imputed based on responses to previous surveys. As a result, the report presents estimated graduations for all RN programs in the state.

* The law does not require currently licensed ADNs or Diploma RNs to obtain BSNs. For more information on the legislation, go to <https://www.nysenate.gov/newsroom/press-releases/john-j-flanagan/legislation-morelle-and-flanagan-strengthening-education>

[†] BSN completers are those RNs already holding an RN diploma or ADN who obtain a BSN.

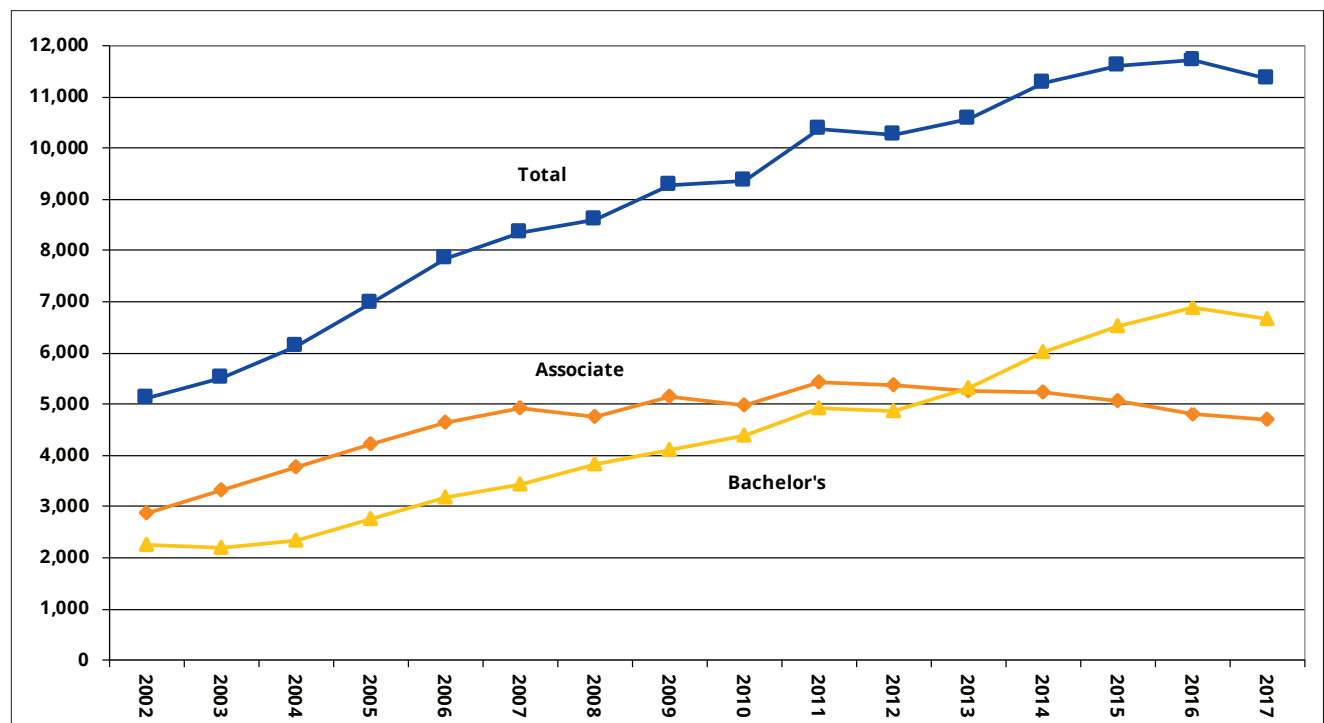
[‡] Different RN education programs (e.g., ADN and BSN) offered by the same institution are counted as separate programs.

Findings

After four years of growth, the number of RN graduations in New York State declined between 2016 and 2017 (Figure 1), with graduations from both ADN and BSN programs declining by 3% each.

It is estimated that RN graduations decreased by 3% between 2016 and 2017, with 346 fewer graduations in 2017 than in 2016 (Figure 1 and Table 1). ADN graduations declined by 127 and BSN graduations declined by 216, over this time period. RN diploma graduations declined by 3 between 2016 and 2017. Graduations declined in both private and public sector RN education programs.

Figure 1. New York RN Graduations by Degree Type, 2002 to 2017[§]



[§] RN diploma graduations are included in the totals but do not have a separate line.

Table 1. New York RN Graduations by Degree Type, 2002 to 2017

School Year	Degree Type					RN Total	
	Diploma	ADN	BSN				
			4-Year	Completer	BSN Total		
2002	3	2,877	1,208	1,040	2,248	5,128	
2003	3	3,323	1,303	886	2,189	5,515	
2004	11	3,780	1,427	907	2,334	6,125	
2005	14	4,211	1,714	1,031	2,745	6,970	
2006	8	4,640	2,266	917	3,183	7,831	
2007	9	4,918	2,535	891	3,426	8,353	
2008	6	4,750	2,742	1,095	3,837	8,593	
2009	9	5,161	2,919	1,202	4,121	9,291	
2010	14	4,966	3,023	1,368	4,391	9,371	
2011	9	5,440	3,299	1,614	4,913	10,362	
2012	16	5,370	3,186	1,679	4,865	10,251	
2013	10	5,248	3,495	1,829	5,324	10,582	
2014	12	5,244	3,542	2,469	6,011	11,267	
2015	10	5,076	3,863	2,655	6,518	11,604	
2016	17	4,814	4,118	2,766	6,884	11,715	
Estimated	2017	14	4,675	4,106	2,562	6,668	11,369

RN graduations in the Long Island and New York City regions declined the most between 2016 and 2017.

RN graduations in Long Island declined by 168 or nearly 11% between 2016 and 2017. RN graduations in the New York City region declined by 153 or 4% over the same time period (Table 2). Additionally, RN graduations in the Mohawk Valley region declined by 49, or almost 10% over the same time period. The Western New York region had the largest increase in RN graduations between 2016 and 2017 (46 or nearly 5%) followed by the Hudson Valley region (43 or almost 4%).

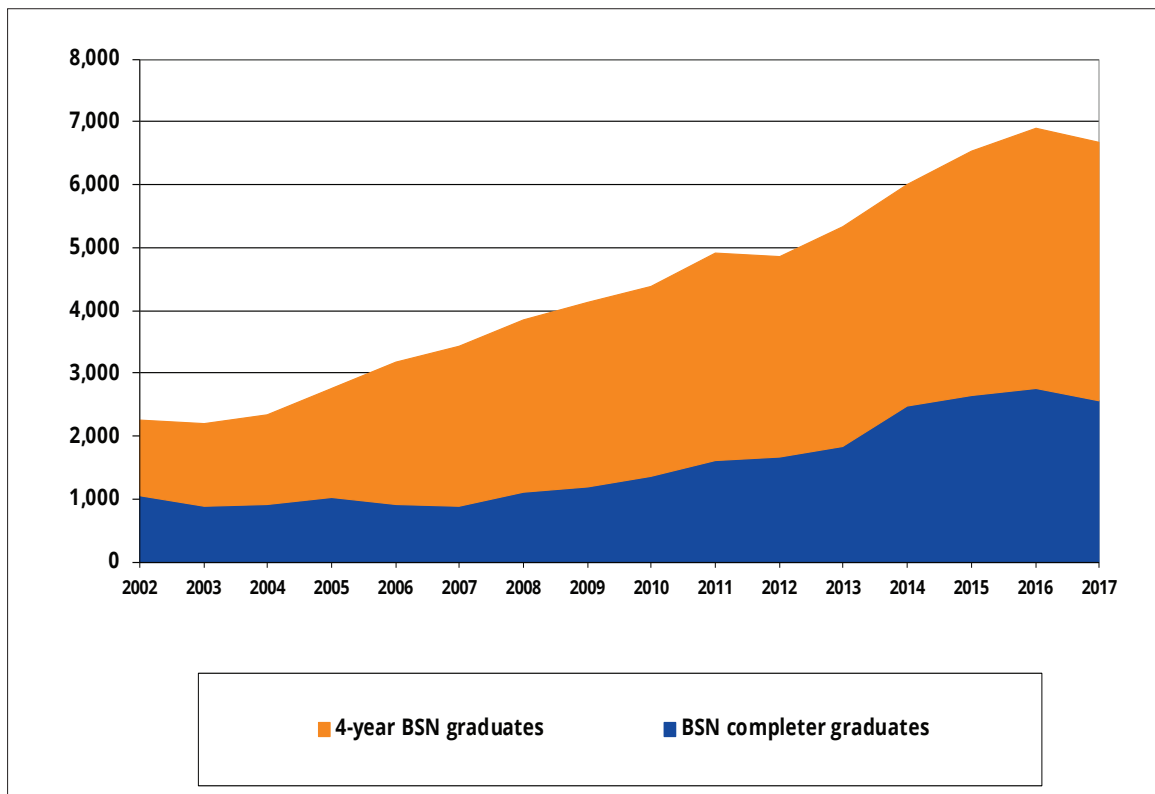
BSN completers as a percentage of total graduations and of BSN graduations declined between 2016 and 2017, with about 200 fewer BSN completer graduations in 2017 compared to 2016.

The percentage of BSN completers to total RN graduations steadily increased since 2007, from 11% of total RN graduations in 2007 to nearly 24% of total RN graduations in 2016 (Figure 2). Similarly, the percentage of BSN completers to total BSN graduations increased from 26% to 40% during the same time period. It is estimated, however, that the number of BSN completer graduations will decline by more than 200 or 7% between 2016 and 2017. In 2017 BSN completers are expected to comprise 23% of total graduations and 38% of BSN graduations.

Table 2. Total Nursing Graduations by New York State Department of Labor Regions**

	Capital District	Central New York	Finger Lakes	Hudson Valley	Long Island	Mohawk Valley	New York City	North Country	Southern Tier	Western New York
2002	358	325	385	616	677	210	1,544	170	236	535
2003	395	331	431	689	795	226	1,607	166	335	473
2004	416	387	451	836	837	254	1,745	192	348	605
2005	414	412	575	908	1,074	266	2,023	171	407	646
2006	458	398	657	1,045	1,302	305	2,274	227	462	644
2007	456	388	698	1,005	1,606	284	2,461	208	490	679
2008	449	387	790	1,081	1,467	332	2,641	178	469	713
2009	458	367	878	1,169	1,546	329	2,799	205	501	919
2010	497	455	922	1,175	1,447	332	2,840	194	506	879
2011	549	463	1,115	1,208	1,539	394	3,158	297	560	943
2012	527	476	1,047	1,069	1,431	471	3,362	280	494	972
2013	524	461	1,104	1,166	1,539	462	3,425	289	542	899
2014	611	513	1,229	1,178	1,508	399	3,641	332	542	1,046
2015	636	514	1,369	1,104	1,559	482	3,607	328	608	1,059
2016	624	559	1,257	1,226	1,567	510	3,604	349	618	1,024
2017 (estimated)	608	531	1,264	1,269	1,399	461	3,451	352	634	1,070
% Difference, 2002 - 2017	69.8%	63.4%	228.3%	106.0%	106.6%	119.5%	123.5%	107.1%	168.6%	100.0%
# Difference, 2016 - 2017	-16	-28	7	43	-168	-49	-153	3	16	46
% Difference, 2016 - 2017	-2.6%	-5.0%	0.6%	3.5%	-10.7%	-9.6%	-4.2%	0.9%	2.6%	4.5%

Figure 2. Graduations from BSN 4-year and BSN Completer Programs, 2002-2017

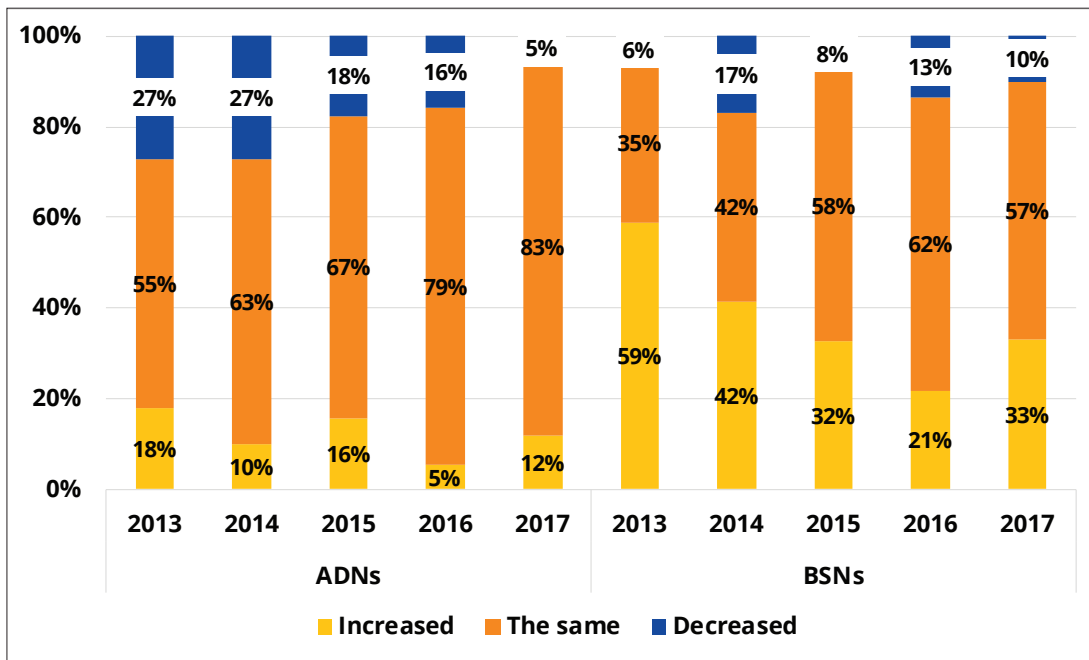


** Excludes graduates of the nursing programs at Empire State College and Excelsior College that are exclusively online.

Nearly three-quarters of nursing program deans and directors reported no change in the number of acceptances to their programs in 2017 compared to 2016.

Seventy-one percent of deans and directors reported the same number of acceptances to their programs in 2016 and 2017. Over 80% of ADN program deans and directors reported the same number of acceptances to their programs as in 2016, while 12% reported an increase in the number of acceptances (Figure 3). Nearly 60% of BSN program deans and directors reported the same number of acceptances in both 2016 and 2017, while 33% reported an increase in the number of acceptances in 2017.

Figure 3. Percent Change in Number of Acceptances, by Program Type, 2013-2017



The job market for newly trained RNs has improved over the last few years, with some variation by degree type and region.

Three-quarters of nursing program deans and directors reported a strong job market for their graduates in 2017, up from 56% in 2016 (Figure 4). Nearly 70% of deans and directors reported “many jobs” in nursing homes and 66% reported “many jobs” in hospitals as well. The job market was more favorable for BSN graduates than ADN graduates in 2017, with 80% of BSN program deans and directors reporting “many jobs” across all health care settings, compared to 69% of ADN program deans and directors (Figure 5). A lower percentage of deans and directors from New York City nursing education programs reported “many jobs” (46%) compared to the rest of the state for both ADN and BSN graduates, with 43% of ADN program directors reporting “many jobs and 50% of BSN program directors reporting” many jobs for their graduates (Figure 6).

Figure 4. Percentage of RN Program Deans and Directors Reporting “Many Jobs” in the Health Care Sector

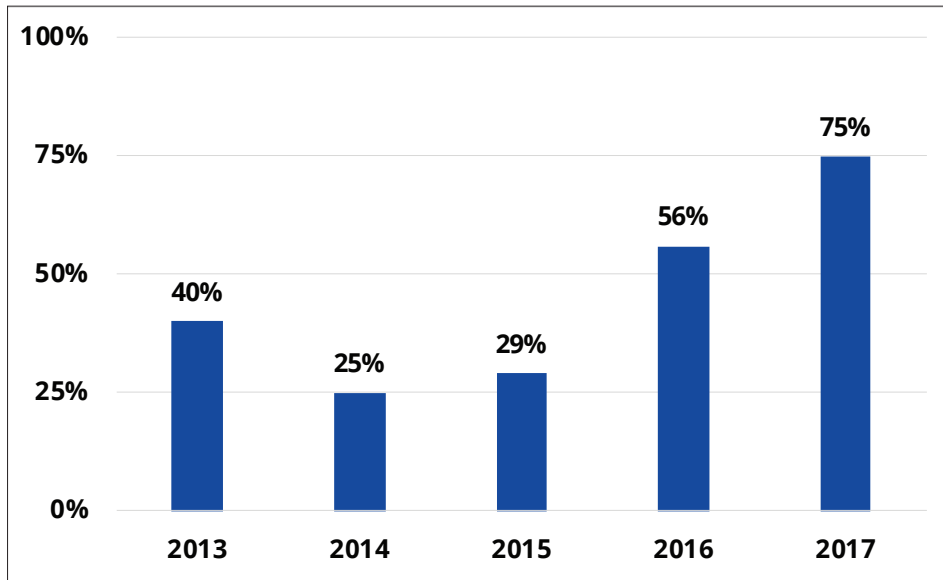


Figure 5. Percentage of RN Program Deans and Directors Reporting “Many Jobs,” By Degree Type in 2017

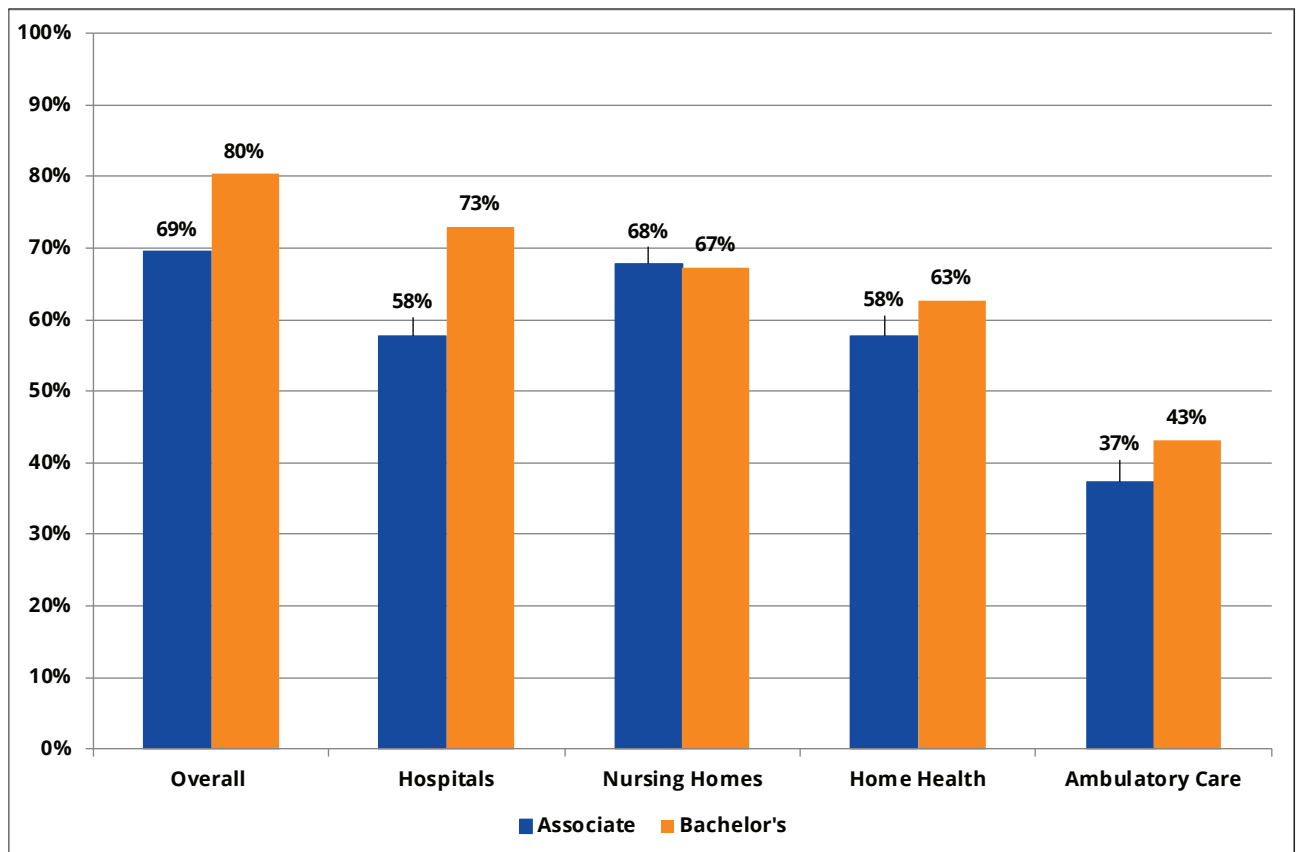
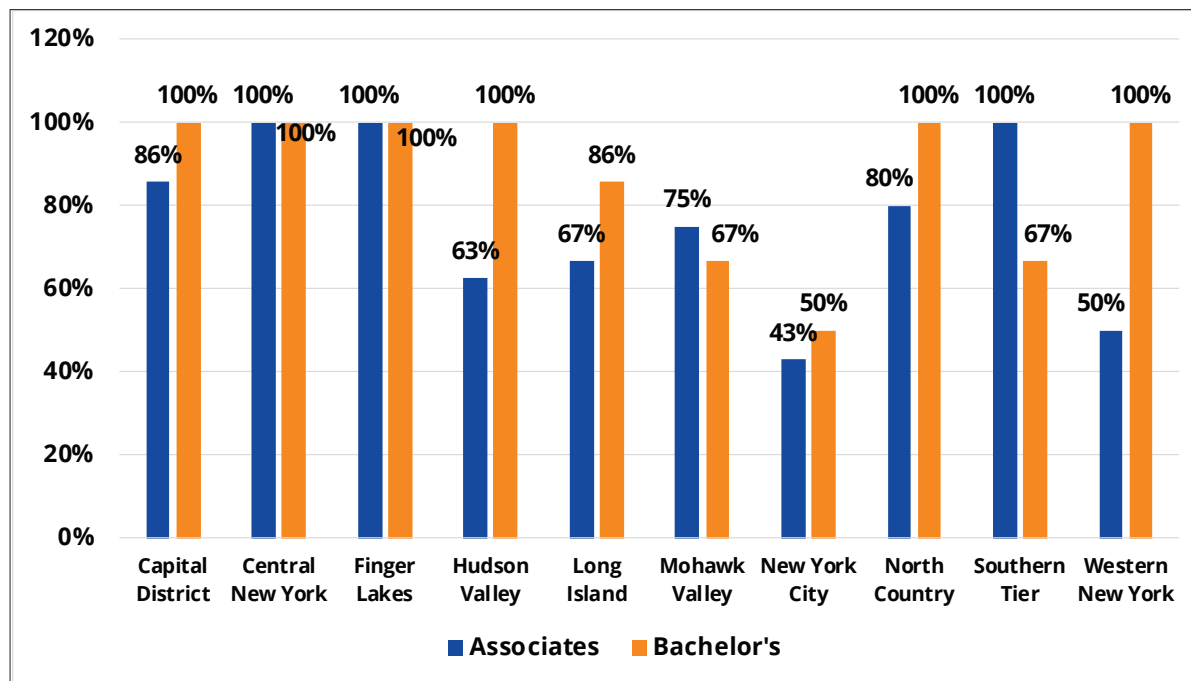


Figure 6. Percentage of RN Program Deans and Directors Reporting “Many Jobs,” By Department of Labor Region, 2017



DISCUSSION

Between 2002 and 2016, RN graduations in New York grew steadily (except for a small decline in 2012), and graduations in 2017 are estimated to be more than double the number of graduations in 2002. Between 2016 and 2017, however, RN graduations are expected to decline by 3%. The vast majority of the decline in RN graduations occurred in the Long Island and New York City regions, accounting for 93% of the reduction in RN graduations.

The job market for newly trained RNs appears to be improving, with 75% of deans and directors reporting “many jobs” for newly trained RNs in 2017, a substantial increase over the previous four years. A higher percentage of deans and directors of BSN programs reported “many jobs” for their graduates compared to deans and directors of ADN programs. Regionally, the New York City and Long Island regions had the lowest percentages of deans and directors reporting “many jobs” for new graduates in 2017, especially ADN graduates. The tight job market for RNs in New York City and Long Island could potentially influence interest in pursuing careers in nursing in those regions.

RNs play key roles in the delivery of health care services and are assuming new and different responsibilities in team based models of care. In addition, RN educational requirements for licensure in the state have changed. Given these issues, it is important to monitor trends in RN production as well as demand for new RNs to assure a sufficient supply of newly trained RNs to meet demand for their services.



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Dr. Martiniano has an extensive background in health workforce research and program management, including 11 years at the New York State Department of Health. He has worked with a number of different communities, agencies and membership organizations on developing community health assessments, identifying provider and workforce shortages based on the healthcare delivery system and the health of the population, and understanding the impact of new models of care on the healthcare workforce – including the development of emerging workforce titles.



Jean Moore, DrPH

Director, Center for Health Workforce Studies

Bringing over a decade of experience as a health workforce researcher, Dr. Moore has been the director of CHWS since 2004. As director, Dr. Moore is responsible for administrative aspects and participates in the preparation and review of all CHWS research projects and reports, ensuring their policy relevance.

