



Trends in New York Registered Nurse Graduations, 1996-2014



School of Public Health
University at Albany, State University of New York

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The logo for the Center for Health Workforce Studies (CHWS) features the letters 'CHWS' in a large, bold, blue font. The letters have a metallic, reflective texture with a gradient from light blue to dark blue, giving them a three-dimensional appearance.

Better Information for Better Outcomes

The Center for Health Workforce Studies is a not-for-profit research organization whose mission is to provide timely, accurate data and conduct policy-relevant research about the health workforce. The Center's work assists health, professional, and education organizations; policy makers and planners; and other stakeholders to understand issues related to the supply, demand, distribution, and use of health workers.

Preface

This report presents the results of the 2013 survey of New York registered nurse (RN) education programs conducted by the New York Center for Health Workforce Studies (the Center). Deans and directors of RN education programs are surveyed annually and asked questions about applications, admissions, and RN graduations from their programs, as well as barriers to expanding student capacity and their assessment of the local job market for newly trained RNs. The primary goal of this research 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 Center's 11th annual survey of RN education programs in New York and was conducted beginning in the fall of 2013 through the spring of 2014.

The Center is an independent, not-for-profit research group at the School of Public Health, University at Albany, State University of New York. The Center's mission is to provide timely, accurate data and conduct policy-relevant research about the health workforce. This research was funded by the 1199SEIU Training and Upgrading Fund. This report was prepared by Robert Martiniano, Garima Siwach, and Jean Moore from the Center. The content of this report reflects the work of the Center exclusively.

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Background

Each year, the Center for Health Workforce Studies (the Center) surveys RN education program deans and directors in New York (deans and directors) to better understand trends in the production of new RNs in the state. The most recent survey was conducted beginning in the fall of 2013 through the spring of 2014 and included questions about applications, acceptances, and graduations for 2013, as well as projected graduations for 2014. The survey also asked the deans and directors about barriers to admitting more students and their perceptions about the local job market for new RNs. This report summarizes the findings of the most recent survey.

In 2013, there were 121 RN education programs in New York.¹ A total of 109 of them responded to the survey for a 90% response rate (90% for associate degree or ADN programs; 91% for bachelor's degree or BSN programs). Data for the 12 non-respondents were imputed from responses to previous surveys; consequently, the report includes estimated graduations for all RN education programs in the state.

For the purposes of this report, RN graduates included newly trained RNs as well as RNs already holding an RN diploma or an ADN who completed a BSN (BSN completers). The Center estimates that in 2013, BSN completers made up approximately 36% of BSN graduates and 18% of total RN graduates.

RNs educated in New York represent the single largest source of RNs practicing in the state. Not every RN educated in New York practices in the state, however, and some of the state's active RNs were educated outside the state. Ultimately, tracking the number of RN graduations in New York contributes to a broader understanding of newly trained RNs entering the field.

¹ Different RN education programs (e.g., ADN and BSN) offered by the same institution were counted as separate programs.

Key Findings

- **In 2013, the number of RN graduates grew by nearly 3% over 2012, and the vast majority of that growth came from graduates of BSN completer programs. BSN completers make up a growing share of RN graduates from New York RN education programs.**

In 2013, there were 11,010 graduates from RN education programs in New York, an increase of 349 graduates (or nearly 3%) compared to 2012. Between 2012 and 2013, there was a 1% decrease in ADN graduates, while the number of BSN graduates increased by more than 400 (7%) during the same time period (Figure 1 and Table 1).

Over 82% of the growth in overall RN graduates in 2013 and 70% of the growth in BSN graduates were BSN completers. Since 2007, there has been a steady increase in the number of graduates from BSN completer programs and, as a result, BSN completers account for an increasing percentage of BSN graduates and total RN graduates. In 2013, BSN completers accounted for just over than 36% of total BSN graduates and 18% of overall RN graduates (Figure 2).

- **RN graduations from privately sponsored programs are projected to increase between 2013 and 2014, while RN graduations from SUNY and CUNY programs are expected to decline over the same period.**

Between 2002 and 2013, RN graduations from both publicly sponsored programs (State University of New York (SUNY) and the City University of New York (CUNY)) and privately sponsored programs increased, though graduation growth slowed for SUNY- and CUNY-sponsored programs in recent years. RN graduations from privately sponsored RN programs are projected to increase by more than 9% between 2013 and 2014, while graduations from SUNY RN programs are expected to fall by about 1% and RN graduations from CUNY programs are projected to decrease by more than 6% during the same time period (Figure 4).

- **More than half of deans and directors reported the same number of acceptances to their programs in 2013 as in 2012. A larger percentage reported decreases in acceptances between 2012 and 2013, while a smaller percentage of deans and directors reported an increase in acceptances in 2013 compared to 2012.**

Fifty-four percent of deans and directors reported the same number of acceptances to their programs in 2013 as in 2012, including 63% of ADN deans and directors and 45% of BSN deans and directors. The percentage of deans and directors reporting increases in acceptances over the previous year declined in 2013, going from 38% in 2012 to 24% in 2013. The percentage of deans and directors that reported fewer acceptances increased in 2013 to 22% from 17% in 2012 (Figure 9).

- **A smaller percentage of deans and directors reported “many jobs” for new RN graduates in 2013 compared to 2012, especially for ADN-prepared RNs.**

Significantly fewer deans and directors reported “many jobs” in nursing for newly trained RNs than in previous years. In 2013, only 25% of deans and directors reported “many jobs” for newly trained RNs, down from 40% in 2012. This trend persisted across all health care settings.

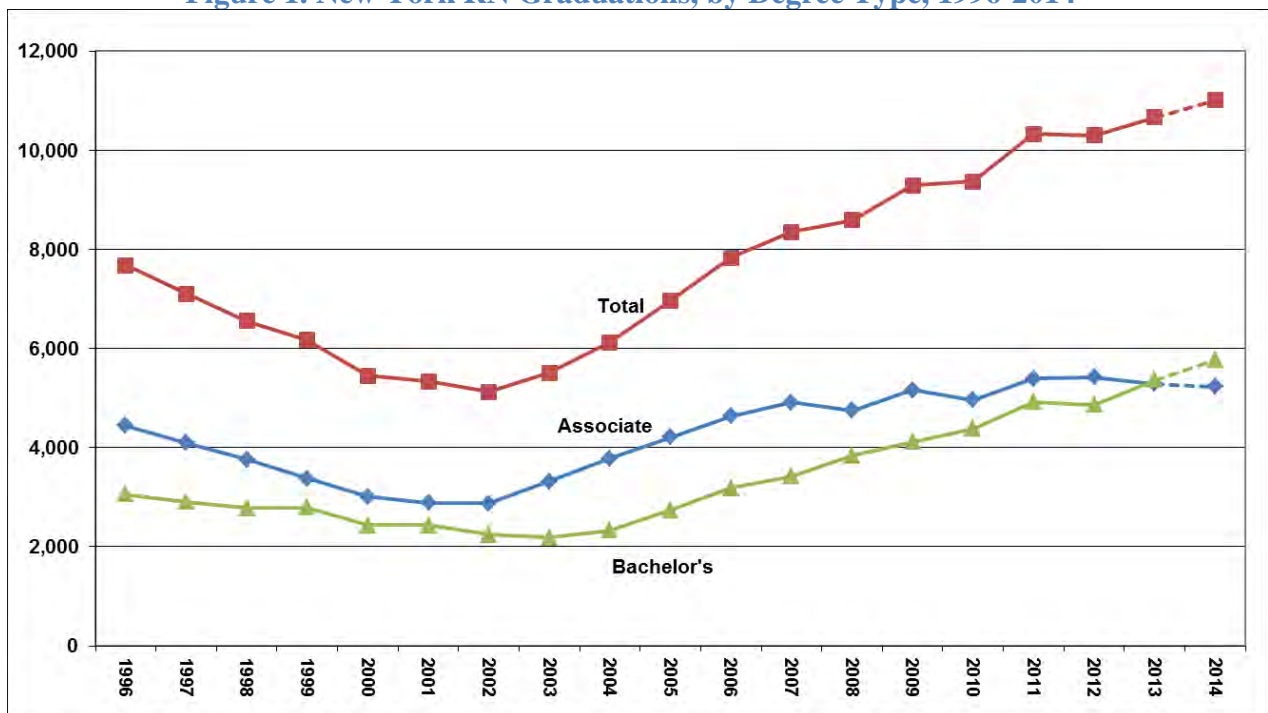
In 2013, deans and directors of BSN programs reported a stronger job market for their graduates than deans and directors of ADN programs. Thirty-four percent of BSN deans and directors reported “many jobs” overall, compared to 17% of ADN deans and directors (Figures 11 and 12).

Trends in RN Graduations

In 2013, there were 11,010 graduates from RN education programs in New York, an increase of 349 graduates (or nearly 3%) compared to 2012. Between 2012 and 2013, there was a 1% decrease in ADN graduates, while the number of BSN graduates increased by more than 400 (7%). Of the 2013 BSN graduates, 70% were BSN completers.

Between 2002² and 2013, total RN graduations in New York have almost doubled. Over that time period, the number of BSN graduates increased by 115%, while the number of ADN graduates rose by 82%. The number of RN graduations in New York in 2014 is expected to grow by more than 300, or 3.2%, compared to 2013. ADN graduations are projected to increase slightly between 2013 and 2014, with larger increases projected for BSN graduates and for BSN completers (Figure 1 and Table 1).

Figure 1. New York RN Graduations, by Degree Type, 1996-2014



² 2002 was the last of six consecutive years (1997-2002) of declining graduations. Starting in 2003, RN graduations have increased each year over the previous year.

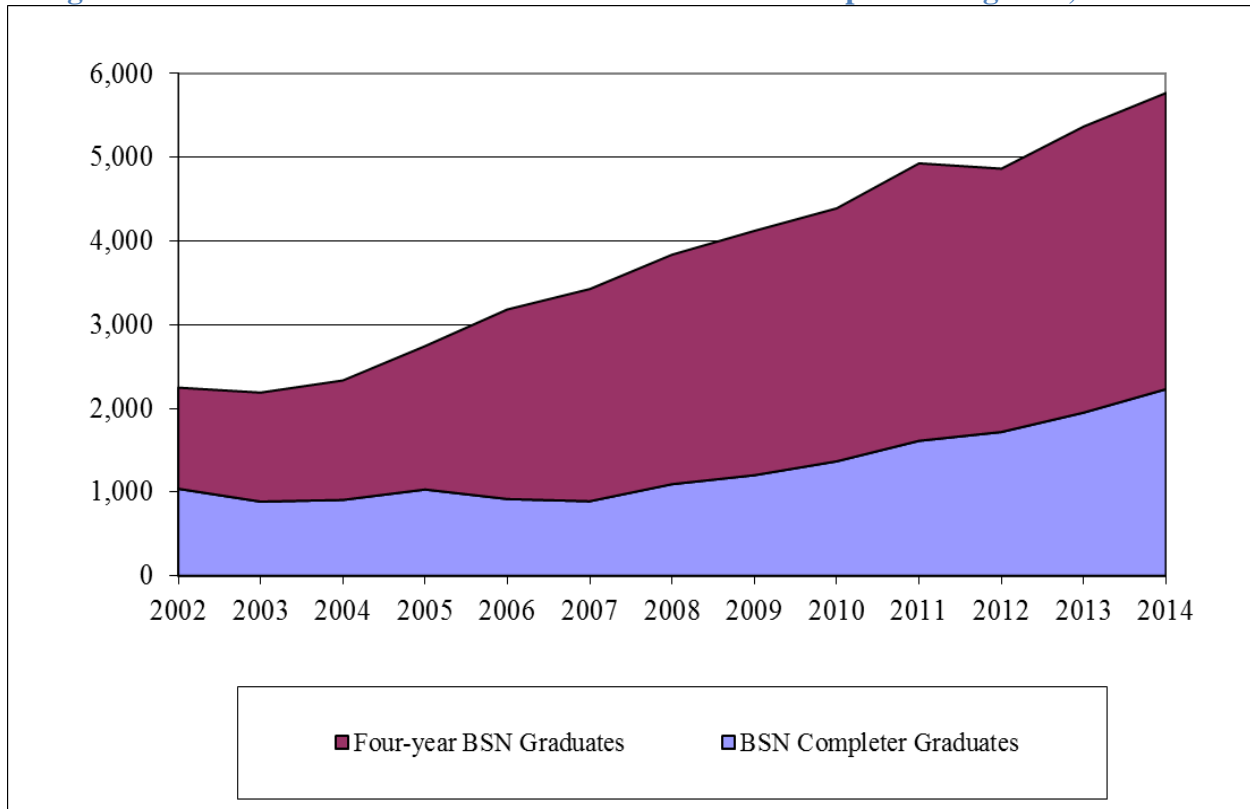
Table 1. New York RN Education Programs Graduations, by Degree Type, 1996-2014

School Year		Degree Type				Diploma	Totals
		ADN	BSN		Diploma		
			Total	4-Year			
RN Graduations	1996	4,447	3,062	N/A	N/A	176	7,685
	1997	4,102	2,911	N/A	N/A	94	7,107
	1998	3,763	2,780	N/A	N/A	13	6,556
	1999	3,381	2,792	N/A	N/A	4	6,177
	2000	3,015	2,437	N/A	N/A	4	5,456
	2001	2,885	2,437	N/A	N/A	12	5,334
	2002	2,877	2,248	1,208	1,040	3	5,128
	2003	3,323	2,189	1,303	886	3	5,515
	2004	3,780	2,334	1,427	907	11	6,125
	2005	4,211	2,745	1,714	1,031	14	6,970
	2006	4,640	3,183	2,266	917	8	7,831
	2007	4,918	3,426	2,535	891	9	8,353
	2008	4,750	3,837	2,742	1,095	6	8,593
	2009	5,161	4,121	2,919	1,202	9	9,286
	2010	4,966	4,391	3,023	1,368	14	9,371
2011	5,398	4,928	3,315	1,613	9	10,335	
2012	5,426	4,864	3,146	1,718	16	10,306	
2013	5,292	5,368	3,418	1,950	10	10,670	
Projected	2014	5,229	5,769	3,336	1,897	12	11,010

BSN Completers

Since 2007, there has been a steady rise in the number of graduates from BSN completer programs, and as a result, they account for an increasing percentage of BSN graduates and total RN graduates. In 2013, BSN completers accounted for more than 36% of all BSN graduates and 18% of all RN graduates, up from 26% and 11%, respectively, in 2007. It is projected that in 2014, BSN completers will account for 39% of BSN graduates and 20% of all RN graduates (Figure 2).

Figure 2. Graduations from BSN Four-Year and BSN Completer Programs, 2002-2014



Regional Trends

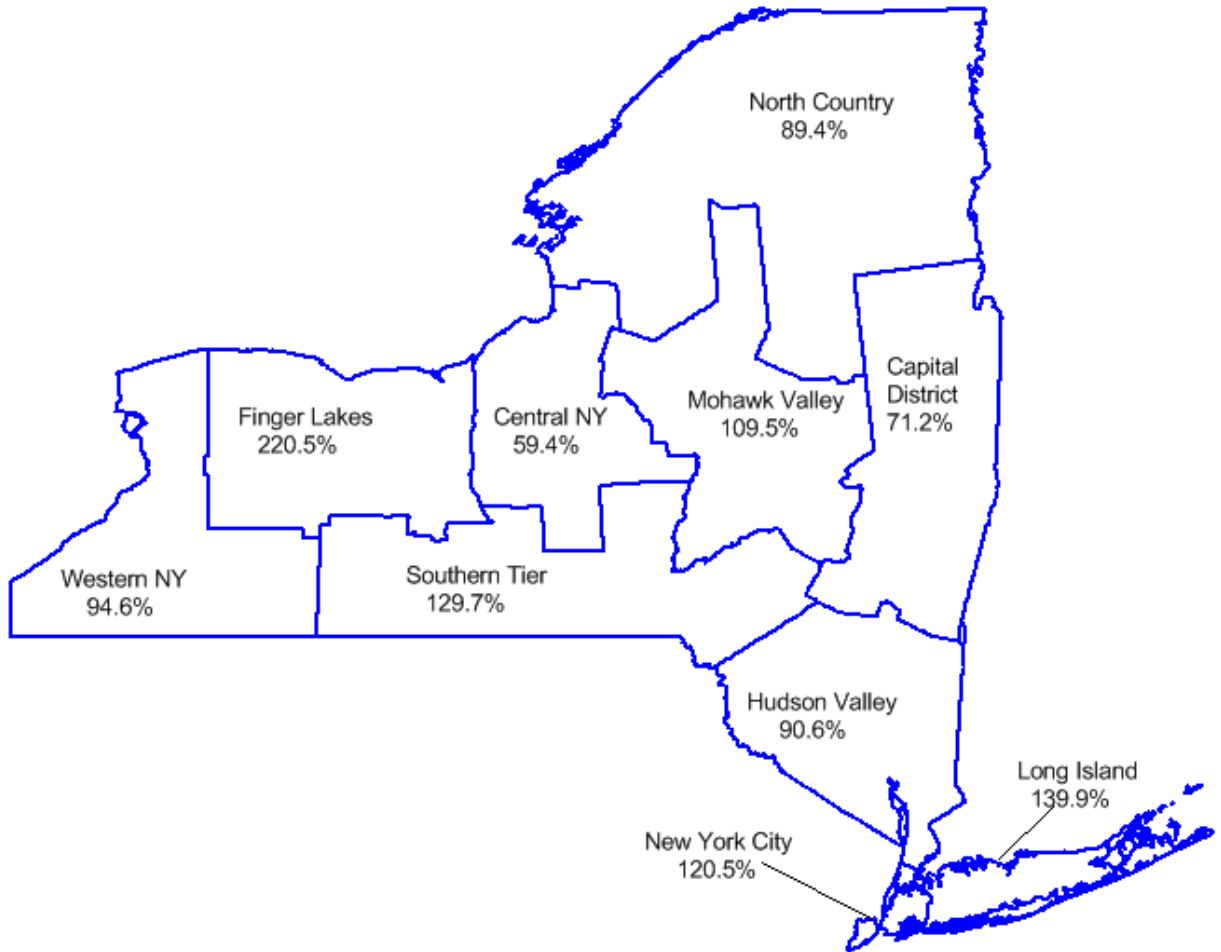
All regions in New York³ experienced substantial increases in RN graduations between 2002 and 2013, with the greatest increases in the Finger Lakes (220%), Long Island (140%), Southern Tier (130%), New York City (121%), and Mohawk Valley (110%) regions. The smallest gains were in Central New York (59%), Capital District (71%) and the North Country (89%) regions. The number of RN graduations is projected to increase in the Capital District, Central New York, Finger Lakes, Hudson Valley, North Country, Southern Tier, and Western New York regions of New York between 2013 and 2014. The number of RN graduations is expected to decline during the same time period in the Long Island, Mohawk Valley, and New York City regions (Table 2 and Figure 3).

³ This report uses New York State Department of Labor regions as seen in Figure 3 on page 11.

Table 2. Total Number of RN Graduations, by Region, 2002-2014

	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014 Projected	
													Number	% Increase over 2002
Capital District	358	395	416	414	458	456	449	458	497	549	524	547	613	71.2%
Central New York	325	331	387	412	398	388	387	367	455	463	476	461	518	59.4%
Finger Lakes	385	431	451	575	657	698	790	878	922	1,115	1,061	1,095	1,234	220.5%
Hudson Valley	616	689	836	908	1,045	1,005	1,081	1,169	1,175	1,208	1,069	1,158	1,174	90.6%
Long Island	677	795	837	1,074	1,302	1,606	1,467	1,546	1,447	1,539	1,485	1,630	1,624	139.9%
Mohawk Valley	210	226	254	266	305	284	332	329	332	394	471	462	440	109.5%
New York City	1,544	1,607	1,745	2,023	2,274	2,461	2,641	2,799	2,840	3,131	3,337	3,428	3,404	120.5%
North Country	170	166	192	171	227	208	178	205	194	297	283	299	322	89.4%
Southern Tier	236	335	348	407	462	490	469	501	506	560	494	535	542	129.7%
Western New York	535	473	605	646	644	679	713	919	879	943	984	886	1,041	94.6%

Figure 3. Projected Percentage Increase in RN Graduations, by Region, 2002-2014



All regions of New York saw increases in ADN graduations between 2002 and 2013, including a more than doubling of ADN graduations in the New York City (128%), Finger Lakes (113%), Mohawk Valley (104%), and Long Island (100%) regions. The Capital District and Hudson Valley regions had the smallest increases in ADN graduations (both at 50%), followed by the Southern Tier (51%) and Central New York (56%) regions.

Between 2002 and 2013, the largest increases in BSN graduations were in the Southern Tier (254%) and Finger Lakes (245%) regions, while the Central New York region saw the smallest increase in BSN graduations (4%) during the same time period.

Between 2013 and 2014, declines in ADN graduations are projected for the Mohawk Valley (-21%) and the Long Island (-12%) regions. The largest increases in ADN graduations are projected for the Central New York (11%) and the Capital District (7%) regions during the same time period.

Six of the 10 New York regions are expecting double-digit increases in BSN graduations between 2013 and 2014, including the Capital District (48%) and Western New York (34%) regions. The New York City region is projected to see a decrease in BSN graduations (-2%) during the same time period (Table 3).

The number of BSN completers as a proportion of all BSN graduations grew in eight out of the 10 New York regions between 2012 and 2013. The Capital District region saw an increase of over 106%, followed by the North Country region, with an increase of 65% during the same time period. The share of BSN completers in overall BSN graduations decreased in the Mohawk Valley (16%) and Hudson Valley (14%) regions between 2012 and 2013. BSN completer graduations are projected to increase in nine of the 10 regions between 2013 and 2014, and decline slightly in the Long Island region.

Table 3. Total Number of RN Graduations, by Region and by Degree Type, 2002-2014

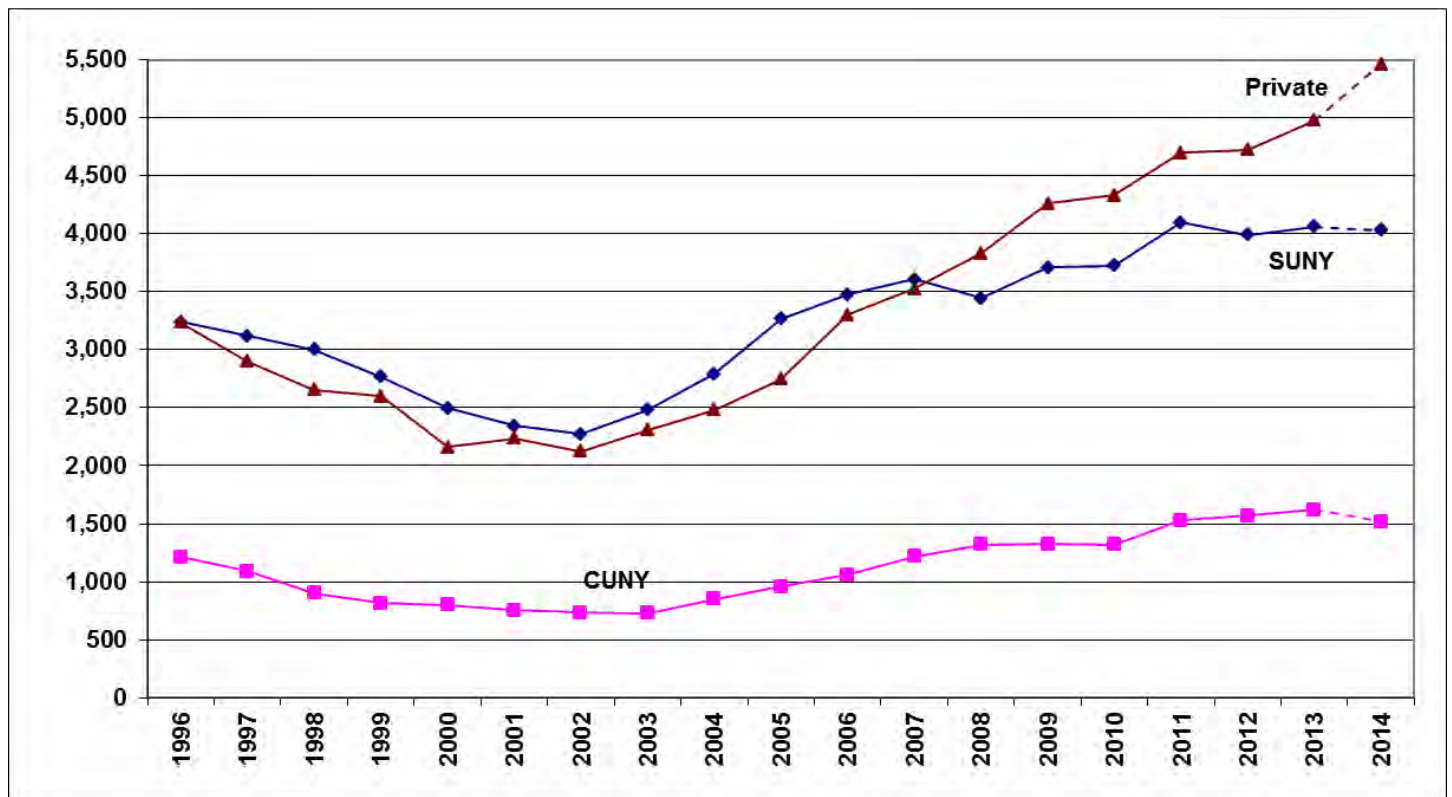
	2002		2003		2004		2005		2006	
	Associate	Bachelor's	Associate	Bachelor's	Associate	Bachelor's	Associate	Bachelor's	Associate	Bachelor's
Capital District	318	40	356	39	377	39	376	38	408	50
Central NY	239	86	255	76	305	82	327	85	326	72
Finger Lakes	176	209	217	214	220	231	245	330	266	391
Hudson Valley	347	269	391	298	517	319	547	361	582	463
Long Island	330	347	396	399	435	402	555	519	746	556
Mohawk Valley	132	78	156	70	187	67	185	81	203	102
New York City	734	810	891	716	935	810	1,140	883	1,264	1,010
North Country	131	39	115	51	145	47	142	29	162	65
Southern Tier	148	85	207	125	199	138	226	167	216	238
Western NY	261	274	284	189	417	188	424	222	415	229
	2007		2008		2009		2010		2011	
	Associate	Bachelor's	Associate	Bachelor's	Associate	Bachelor's	Associate	Bachelor's	Associate	Bachelor's
Capital District	409	47	389	60	379	79	428	69	473	76
Central NY	351	37	352	35	323	44	392	63	381	82
Finger Lakes	276	422	262	528	313	565	339	583	354	761
Hudson Valley	535	470	577	504	677	492	603	572	621	587
Long Island	873	733	701	766	673	873	547	900	623	916
Mohawk Valley	172	112	219	113	214	115	193	139	212	182
New York City	1,385	1,076	1,421	1,220	1,531	1,268	1,439	1,401	1,606	1,510
North Country	140	68	128	50	160	45	151	43	230	67
Southern Tier	246	235	226	237	219	273	214	278	223	328
Western NY	458	221	401	312	571	348	558	321	573	370
	2012		2013		2014		Change 2002 - 2013		Change 2013 - 2014	
	Associate	Bachelor's	Associate	Bachelor's	Associate	Bachelor's	Associate	Bachelor's	Associate	Bachelor's
Capital District	458	66	476	71	508	105	49.7%	77.5%	6.7%	47.9%
Central NY	397	79	372	89	412	106	55.6%	3.5%	10.8%	19.1%
Finger Lakes	365	696	375	720	380	854	113.1%	244.5%	1.3%	18.6%
Hudson Valley	520	549	522	636	525	649	50.4%	136.4%	0.6%	2.0%
Long Island	646	839	660	970	579	1,045	100.0%	179.5%	-12.3%	7.7%
Mohawk Valley	253	218	269	193	213	227	103.8%	147.4%	-20.8%	17.6%
New York City	1,711	1,603	1,670	1,749	1,689	1,715	127.5%	115.9%	1.1%	-1.9%
North Country	223	60	214	85	213	109	63.4%	117.9%	-0.5%	28.2%
Southern Tier	212	266	224	301	225	305	51.4%	254.1%	0.4%	1.3%
Western NY	567	417	453	433	462	579	73.6%	58.0%	2.0%	33.7%

Graduations by Nursing Education Program Sponsorship

Between 2002 and 2013, RN graduations from privately sponsored programs, including those based in hospitals, and from CUNY-sponsored programs more than doubled, increasing by 157% and 108%, respectively. During the same period, RN graduations from SUNY-sponsored programs increased by 76%. In 2013, nearly 47% of all RN graduates in the state attended privately sponsored programs, 38% attended SUNY-sponsored programs, and 15% attended CUNY-sponsored programs.

RN graduations from privately sponsored RN programs are projected to increase by more than 9% between 2013 and 2014, while graduations from SUNY RN programs are expected to remain relatively stable during the same time period. RN graduations from CUNY programs are projected to decrease by more than 6% between 2013 and 2014 (Figure 4).

Figure 4. Graduations from New York RN Education Programs, by Sponsor, 1996-2014

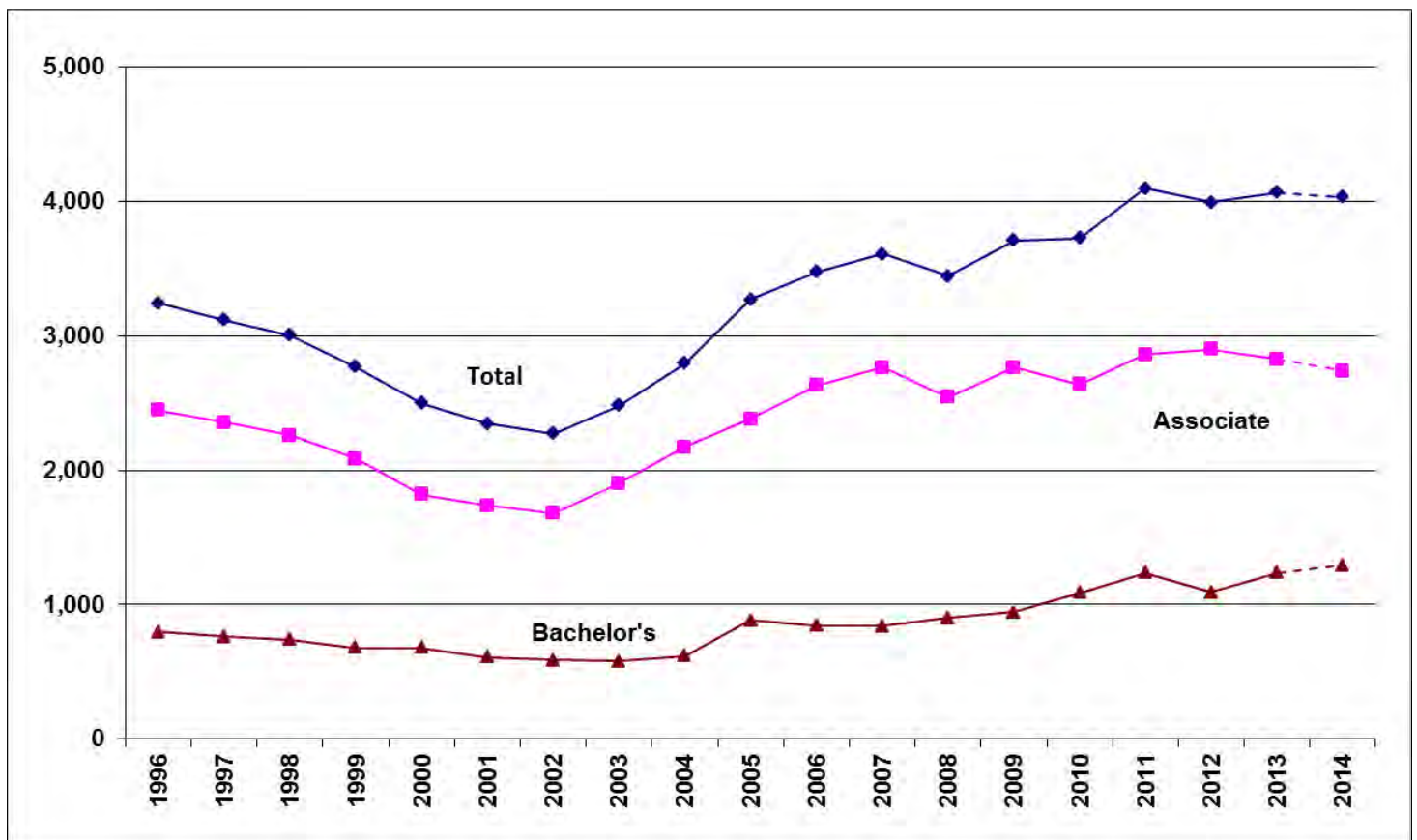


SUNY RN Education Program Graduations

In 2013, there were nearly 4,000 graduates from SUNY-sponsored RN education programs with ADN graduates representing 70% of the total. Between 2013 and 2014, graduations from SUNY-sponsored programs are projected to decrease by almost 1%. During the same time period, graduations from SUNY ADN programs are expected to fall by 3%, while those from BSN programs are expected to rise by 4% (Figure 5).

In 2013, BSN completers comprised 48% of all BSN graduates and 15% of all RN graduates from SUNY programs. BSN completers are projected to increase by another 4% between 2013 and 2014, continuing to represent 48% of all BSN graduates in 2014.

Figure 5. Graduations from SUNY RN Education Programs, by Degree Type, 1996-2014

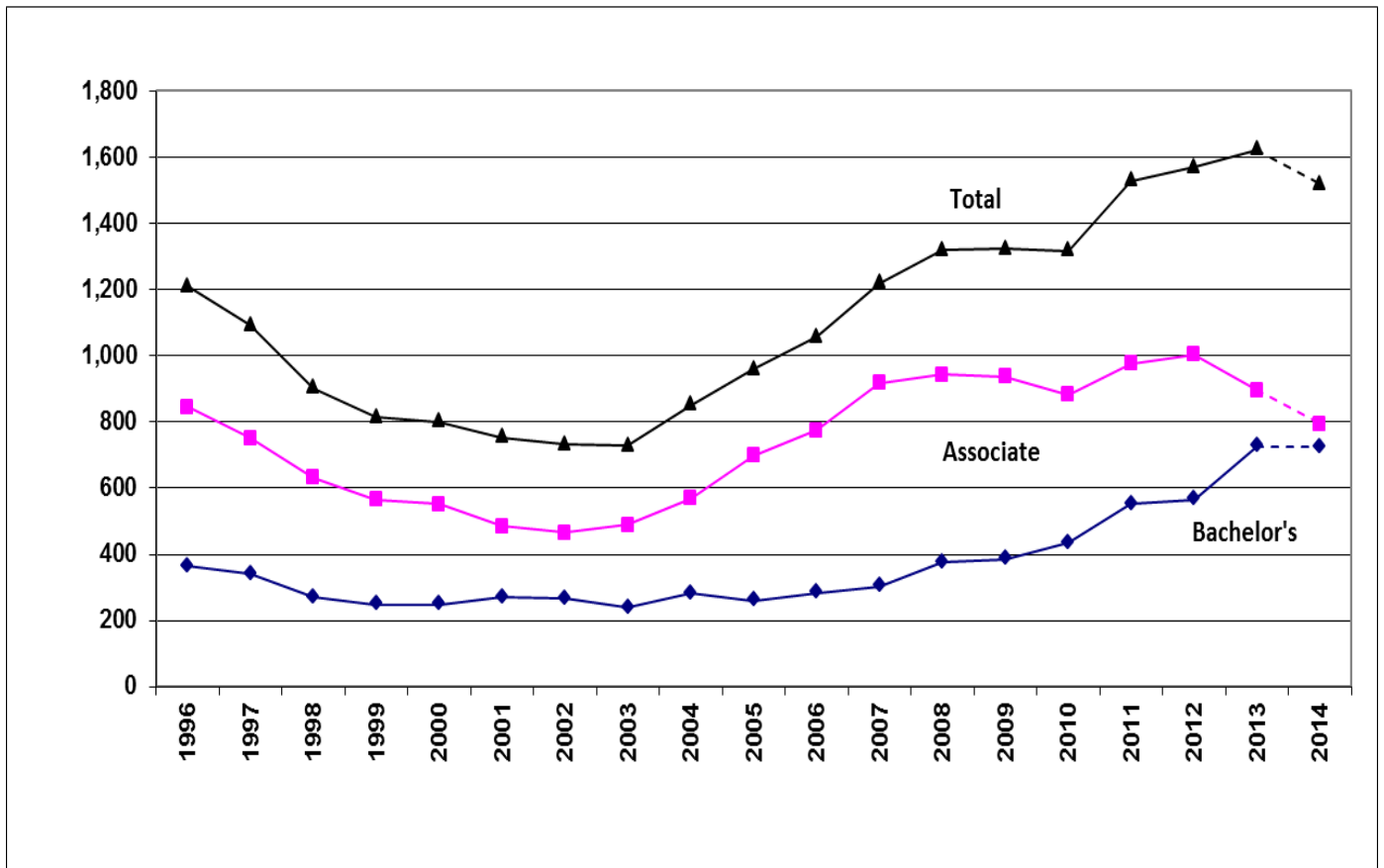


CUNY RN Education Program Graduations

Between 2002 and 2013, RN graduations from CUNY-sponsored ADN and BSN programs increased by 93% and 174%, respectively. Overall CUNY graduations are projected to decrease by over 6% between 2013 and 2014, with BSN graduations expected to remain stable and ADN graduations expected to decline by 11% (Figure 6).

In 2013, 65% of all CUNY BSN graduates were from BSN completer programs, and BSN completers are expected to increase by almost 8% between 2013 and 2014. It is projected that BSN completer graduations will represent almost 70% of all BSN graduations from CUNY-sponsored RN education programs in 2014.

Figure 6. Graduations from CUNY RN Education Programs, by Degree Type, 1996-2014

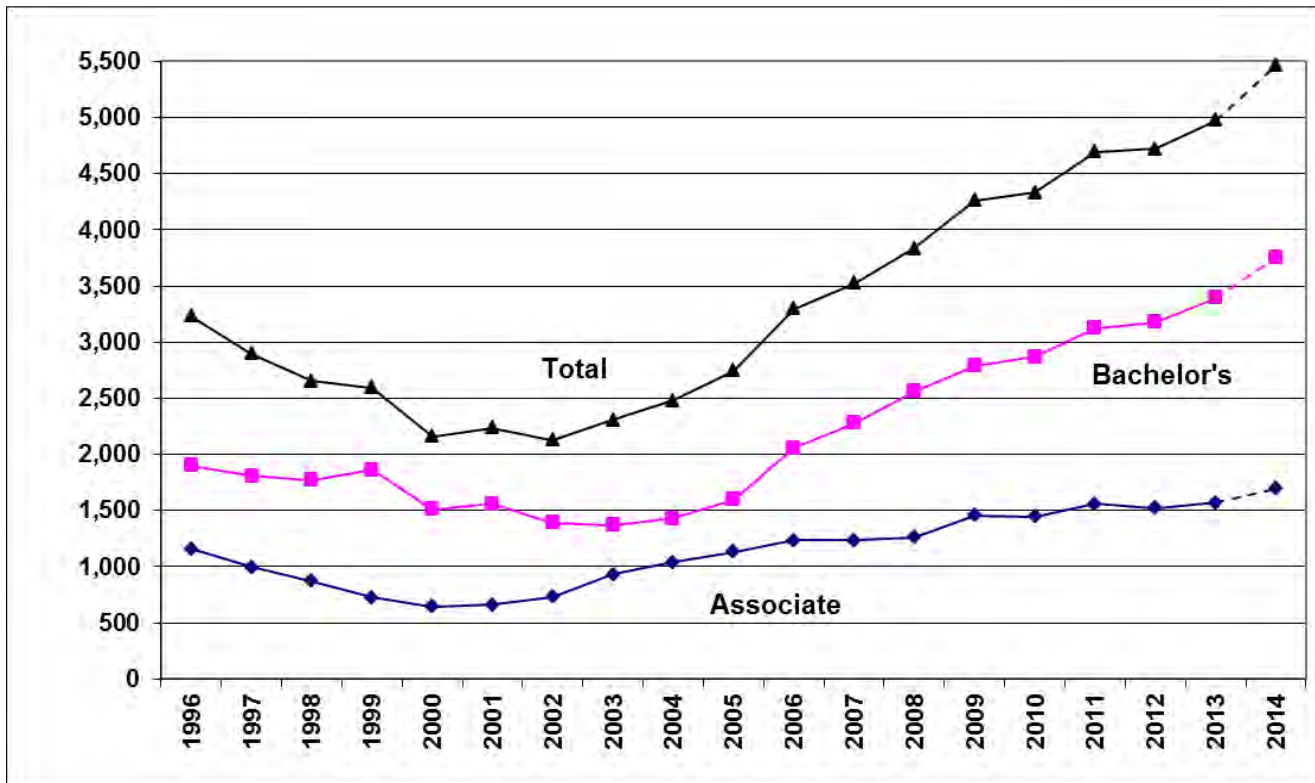


Privately Sponsored RN Education Program Graduations

Both BSN and ADN graduations from privately sponsored RN education programs more than doubled between 2002 and 2013, with BSN graduations increasing by 144% and ADN graduations growing by 115%. In 2013, BSN graduations accounted for more than two-thirds of overall graduations from privately sponsored RN education programs. Between 2013 and 2014, total graduations from privately sponsored RN education programs are projected to increase by almost 10%. Both BSN and ADN graduations from privately sponsored programs are expected to increase (11% and 8%, respectively) during that time period (Figure 7).

In 2013, BSN completer graduations comprised 26% of total BSN graduations from privately sponsored RN education programs. It is projected that BSN completers will account for almost 30% of all RN graduations from privately sponsored RN education programs in 2014.

Figure 7. Graduations from Private RN Education Programs, by Degree Type, 1996-2014



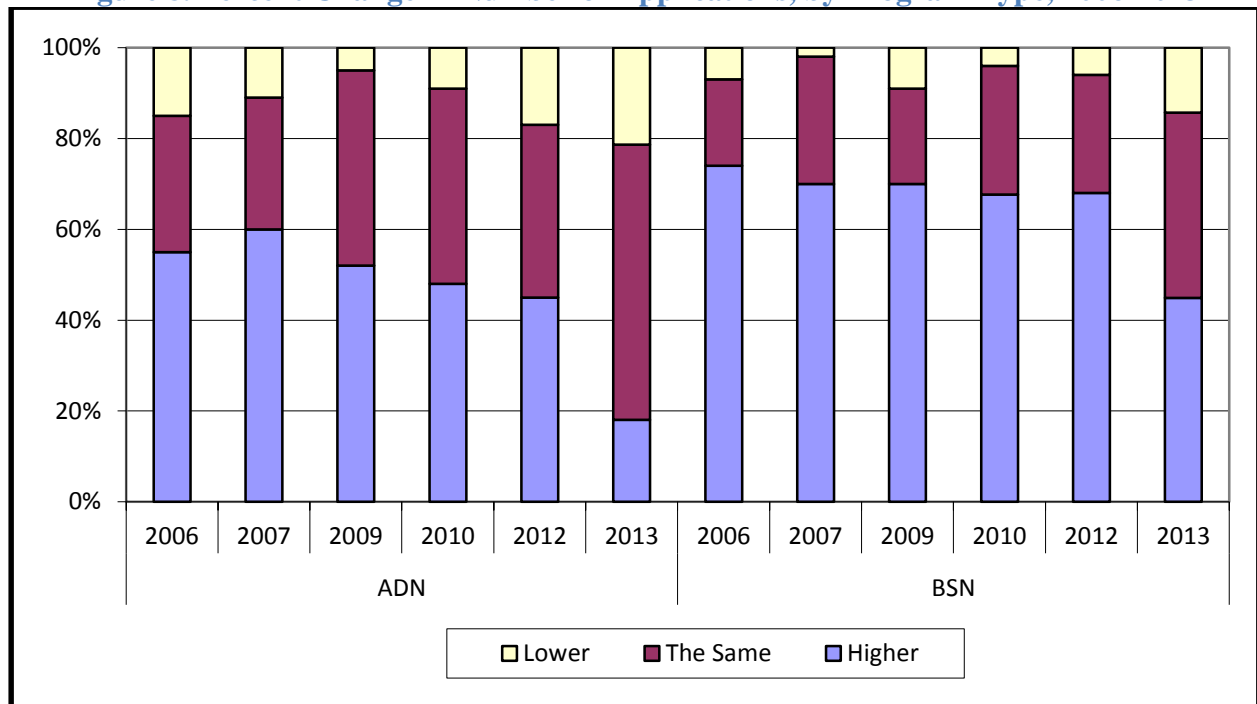
RN Program Applications and Acceptances

RN Program Applications

A higher percentage of deans and directors reported that applications to their respective programs decreased in 2013 compared to 2012. Twelve percent (12%) of deans and directors reported a decrease in applications in 2012 over 2010. In 2013, 18% of deans and directors reported a decrease in applications compared to 2012.

More than 50% of deans and directors also reported that the number of applications to their respective programs remained the same in 2013 compared to 2012, including 61% of ADN deans and directors and 41% of BSN deans and directors. The percentage of deans and directors who reported increases in applications to their programs decreased significantly between 2012 and 2013, from 56% in 2012 to 30% in 2013. Less than half (45%) of BSN deans and directors reported an increase in applications to their programs in 2013 over 2012, and 18% of ADN deans and directors reported an increase in applications in 2013 over 2012 (Figure 8).

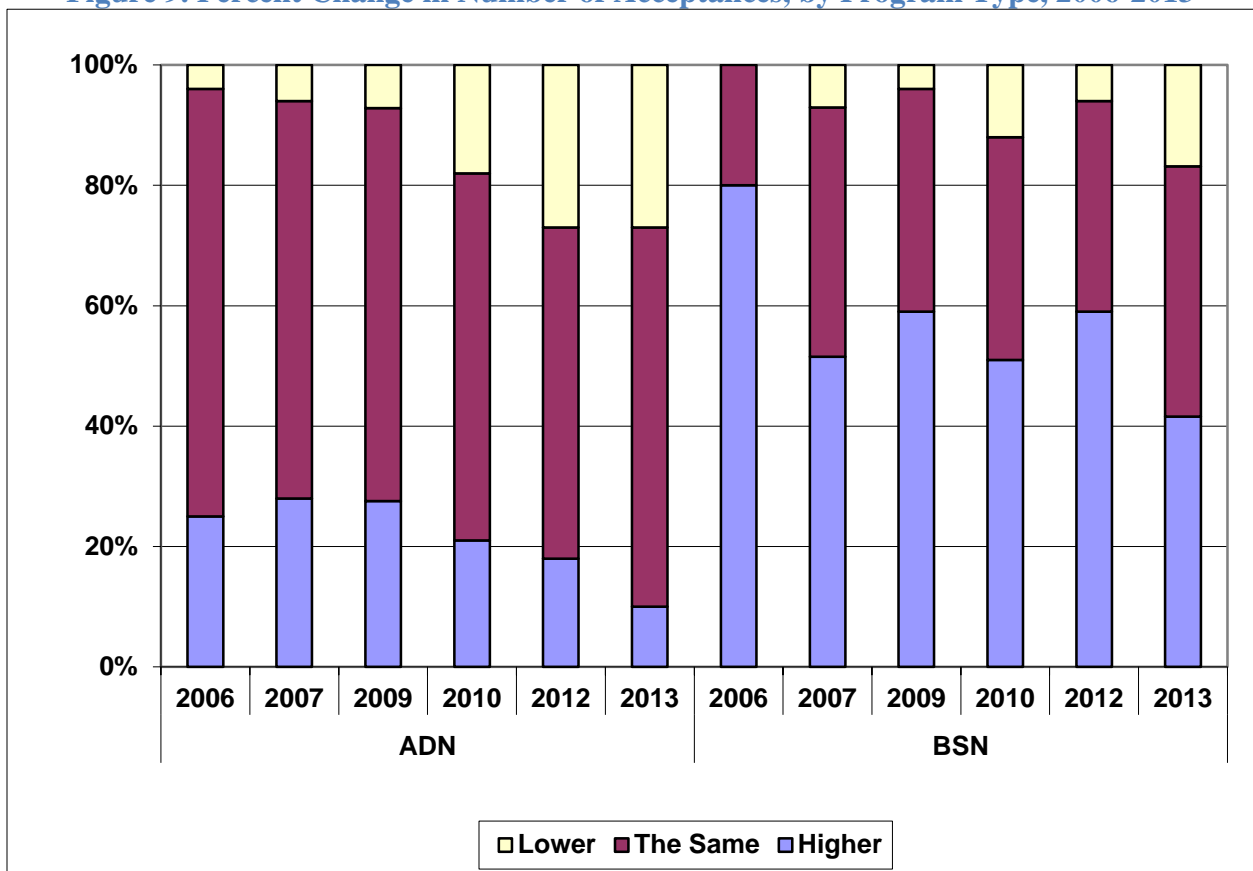
Figure 8. Percent Change in Number of Applications, by Program Type, 2006-2013



RN Program Acceptances

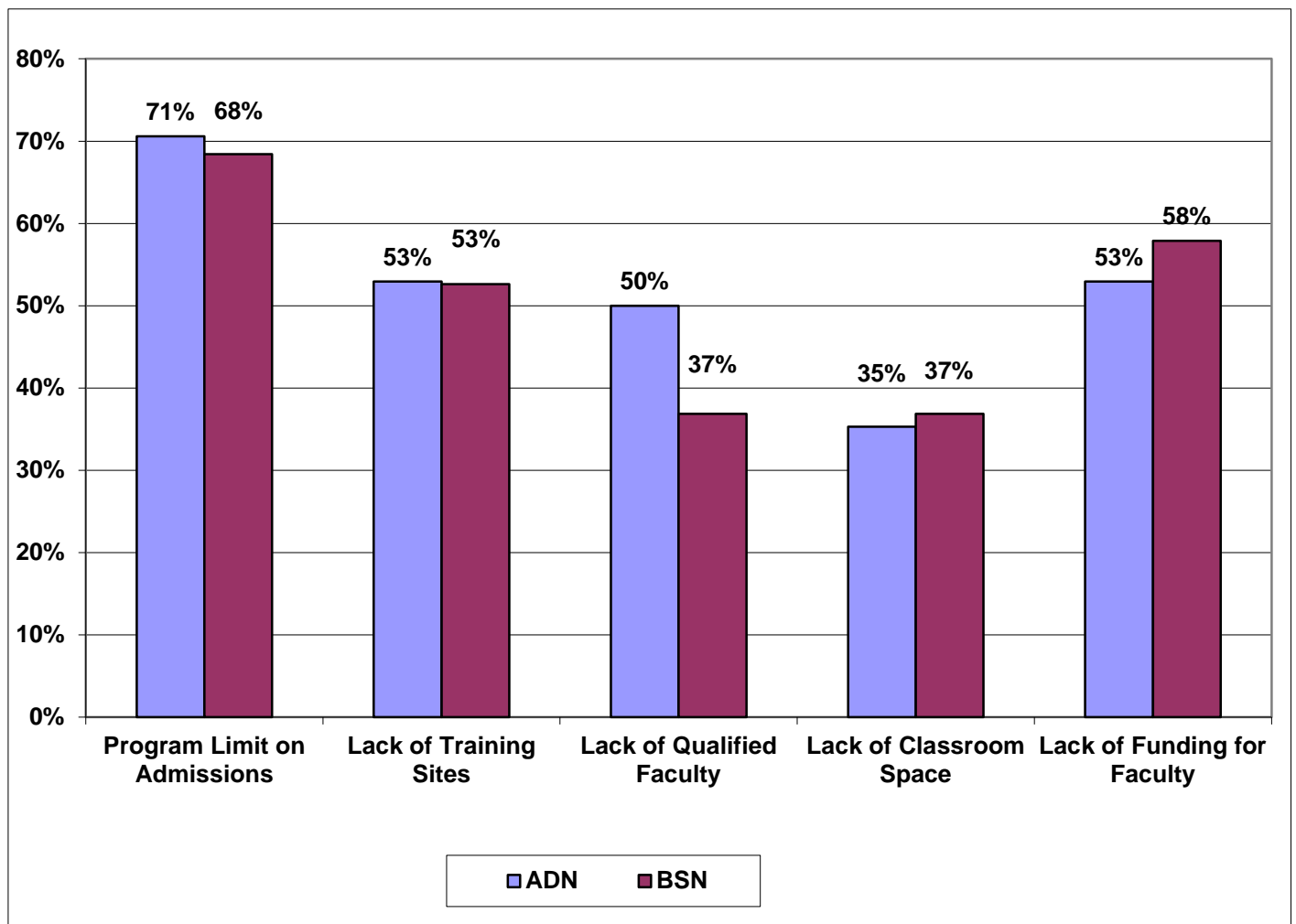
Fifty-four percent (54%) of deans and directors reported the same number of acceptances to their programs in 2013 as in 2012, including 63% of ADN deans and directors and 45% of BSN deans and directors. The percentage of deans and directors reporting increases in acceptances over the previous year declined in 2013, from 38% in 2012 to 24% in 2013. Forty-two percent (42%) of deans and directors of BSN programs (including BSN completer programs) reported more acceptances to their programs in 2013 than in 2012, down from 59% of BSN deans and directors who reported more acceptances to their programs in 2012 than in 2010. Only 10% of ADN deans and directors reported more acceptances to their programs in 2013 than in 2012, down from 18% that reported more acceptances in 2012 than in 2010. The percentage of deans and directors reporting fewer acceptances increased in 2013 to 22% from 17% in 2012, including 27% of ADN deans and directors and 17% of BSN deans and directors (Figure 9).

Figure 9. Percent Change in Number of Acceptances, by Program Type, 2006-2013



The majority of ADN and BSN programs that denied admission to qualified applicants cited limits on program admissions and lack of funding for faculty as the primary reasons for doing so. In 2013, 71% of ADN and 68% of BSN deans and directors reported turning away qualified applicants due to limits on program acceptances. More than half of ADN and BSN deans and directors (53% ADN and 58% BSN) reported lack of funding for faculty as a factor in turning away qualified applicants. In addition, more than half (53%) of both ADN and BSN deans and directors cited lack of training sites as another reason for turning away qualified applicants (Figure 10).

Figure 10. Reasons for Turning Away Qualified Applicants, by Degree Program Type, 2013



RN education programs in five of the 10 regions reported limits on program acceptances as the primary reason for turning away qualified applicants. Education programs in four of 10 regions also reported lack of funding for faculty as a reason for turning away qualified applicants (Table 4).

Table 4. Reasons for Turning Away Qualified Applicants, by DOL Region, 2013

DOL Region	Lack of Qualified Faculty	Lack of Funding for Faculty	Lack of Training Sites	Program Limit on Admissions	Lack of Classroom Space
Capital District	28.6%	28.6%	57.1%	85.7%	57.1%
Central New York	66.7%	100.0%	33.3%	33.3%	66.7%
Finger Lakes	12.5%	25.0%	62.5%	87.5%	25.0%
Hudson Valley	50.0%	75.0%	100.0%	75.0%	25.0%
Long Island	28.6%	42.9%	71.4%	71.4%	57.1%
Mohawk Valley	100.0%	50.0%	0.0%	50.0%	0.0%
New York City	66.7%	66.7%	50.0%	50.0%	66.7%
North Country	66.7%	66.7%	50.0%	66.7%	16.7%
Southern Tier	0.0%	25.0%	25.0%	75.0%	0.0%
Western New York	83.3%	100.0%	33.3%	66.7%	16.7%

Availability of Jobs for Newly Trained RNs

In 2013, significantly fewer deans and directors reported “many jobs” in nursing for newly trained RNs than in previous years. In 2006 and 2007, the vast majority of deans and directors reported a strong job market for their graduates, with more than 90% of them reporting “many jobs” for newly trained RNs. Starting in 2009, however, and continuing through 2013, the percentage of RN education program directors who reported “many jobs” for their graduates declined dramatically. In 2013, only 25% of deans and directors reported “many jobs” for newly trained RNs, down from 40% in 2012. This trend persisted across all health care settings (Figure 8).

BSN deans and directors reported a better job market for their graduates compared to deans and directors of ADN programs. Thirty-four percent (34%) of BSN deans and directors reported “many jobs” overall, compared to only 17% of ADN deans and directors. BSN deans and directors reported “many jobs” in nursing homes (40%) and home health care (38%) (Figure 9).

Figure 11. Percent of RN Program Directors Reporting “Many Jobs” for Newly Trained RNs, 2007-2013

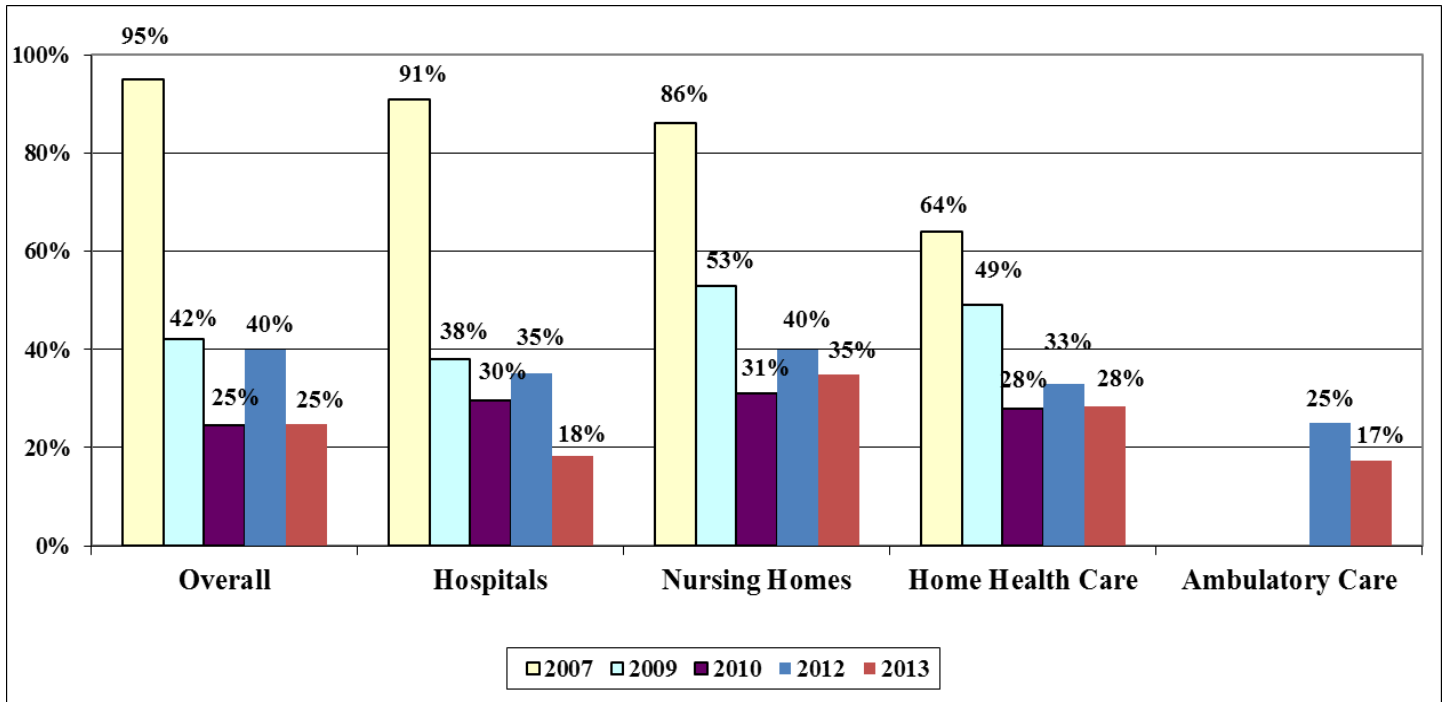
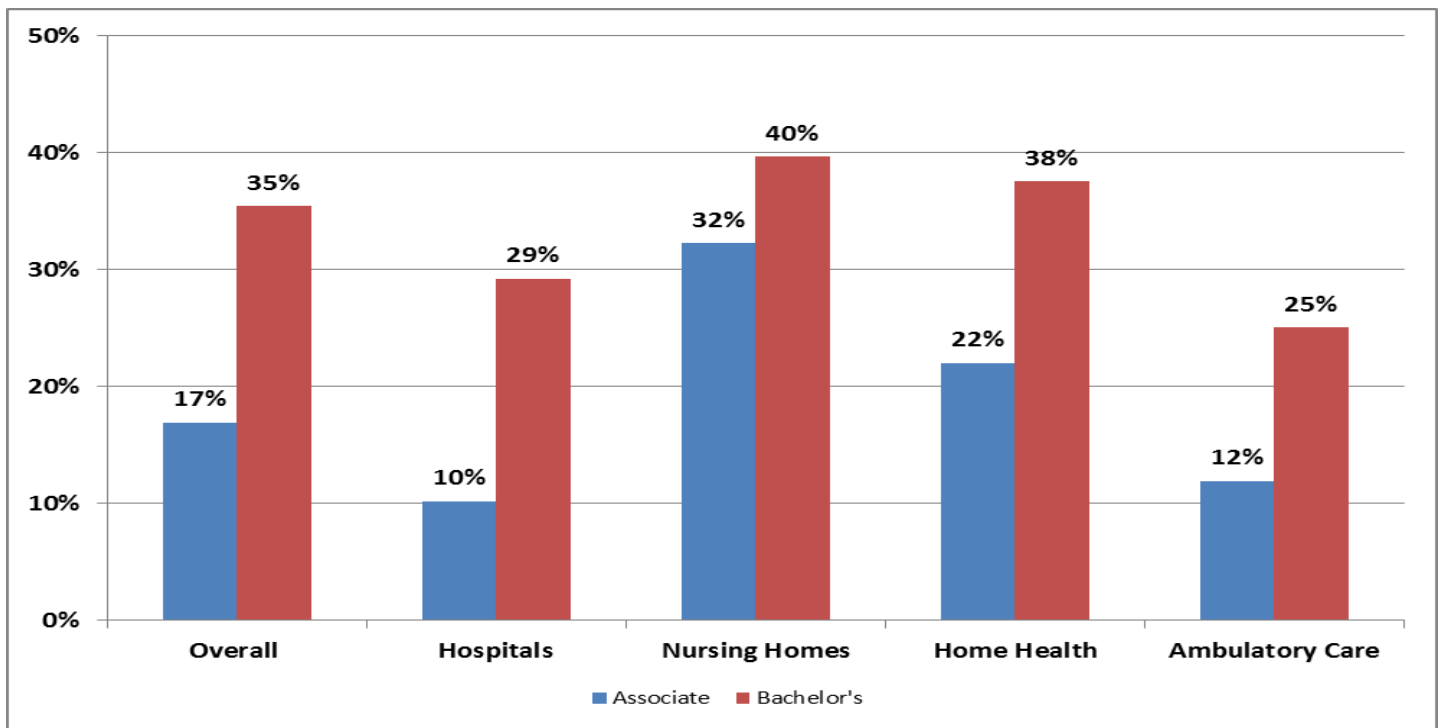


Figure 12. Percent of RN Program Directors Reporting “Many Jobs” in 2013, by Degree Type



Discussion

While the number of graduates from New York RN education programs has grown steadily over the past 10 years, annual growth in production of newly trained RNs is slowing. Growth in the number of RN graduations is directly attributable to an increasing number of BSN completers, i.e., already licensed RNs who go on to obtain a bachelor's degree in nursing. In 2013, over 80% of graduates were BSN completers. While BSN completers do not represent new RN capacity, they do play a critical role in supporting educational attainment for RNs and increase the number of RNs who qualify to continue their education to become nurse practitioners or become nurse educators.

Currently, the job market for newly trained RNs appears to be very competitive. Between 2012 and 2013, a smaller percentage of deans and directors reported "many jobs," particularly for ADN graduates. Slowing demand for RNs may, in fact, influence decisions to produce fewer newly trained RNs.

Changes in the health care delivery system may see greater demand for RNs in ambulatory care and home health care and declining demand for them in acute care. Given the important roles RNs play in health care delivery, it is important to routinely monitor the supply and production of RNs in New York as well as demand for their services in order to identify potential RN supply/demand gaps.