



Trends in New York Registered Nurse Graduations, 2005-2015



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

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June 2015



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PREFACE

This report presents the results of the 2014-2015 survey of New York registered nurse (RN) education programs conducted by the Center for Health Workforce Studies (CHWS). 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 goals of this analysis are to document trends in RN graduations regionally and statewide and to understand how these trends may affect the supply of RNs in New York. This was the twelfth year of the RN education programs in New York survey, and it was conducted beginning in the fall of 2014 through the spring of 2015.

This report was prepared by CHWS, by Erin E. Roberts and Robert Martiniano. Funding for this report was provided by the 1199SEIU Training and Upgrading Fund.

CHWS, established in 1996, is 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 one uniquely focused 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 1199SEIU Training and Upgrading Fund or the School of Public Health, University at Albany, SUNY.

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Background

Registered nurses (RNs) educated in New York represent the single largest source of RNs practicing in the state, but there may be a maldistribution or shortage of RNs in certain areas of the state. Tracking the production of RNs in New York contributes to a broader understanding of newly trained RNs entering the field and potential gaps between supply and demand of RNs. This report summarizes the findings of the 2014/2015 survey of New York's RN education programs and compares them to previously collected data.

Key Findings

- **The number of RN graduates in 2014 grew by nearly 6% over the number of 2013 graduates. The growth was driven entirely by graduates of bachelor of science in nursing (BSN) programs.**

In 2014 there were 11,141 graduates from RN education programs in New York, an increase of nearly 600 graduates (or almost 6%) compared with 2013. Between 2013 and 2014 the number of graduates with an associate degree in nursing (ADN) declined slightly, whereas the number of graduates with a BSN increased by more than 600 (12%) during the same period.

- **BSN completers^a make up a growing share of RN graduates from New York RN education programs.**

More than 60% of the growth in overall RN graduates between 2013 and 2014 and 60% of the growth in BSN graduates were BSN completers. Since 2007, BSN completers have accounted for an increasing percentage of BSN graduates and total RN graduates. In 2014 BSN completers accounted for 36% of total BSN graduates and 19% of overall RN graduates.

- **Total RN graduations are projected to increase between 2014 and 2015 and are attributed to the increase in BSN graduates, particularly BSN completers.**

Between 2014 and 2015 the number of RN graduates in New York is expected to increase by 220 (2%). The number of ADN graduates is projected to decrease by 2% in 2015, whereas the number of BSN graduates is expected to increase by nearly 6%. The number of BSN completers is projected to increase by more than 6% during the same period.

- **Nearly two-thirds of nursing education program deans and directors reported the same number of acceptances to their programs in 2014 as in 2013.**

^aBSN completers are those RNs already holding an RN diploma or ADN who completed a BSN.

Sixty-three percent of deans and directors reported the same number of acceptances to their programs in 2014 as in 2013, including 67% of ADN deans and directors and 58% of BSN deans and directors. The percentage of deans and directors that reported fewer acceptances also declined in 2014 to 14% from 22% in 2013.

- **A slightly higher percentage of deans and directors reported “many jobs” for new RN graduates in 2014 compared with 2013, especially for BSN-prepared RNs.**

In 2014 a slightly higher percentage of deans and directors reported “many jobs” in nursing for newly trained RNs than in 2013. Twenty-nine percent of deans and directors reported “many jobs” for newly trained RNs in 2014, up from 25% in 2013. This trend persisted across all health care settings except nursing homes, which experienced a decline from 35% in 2013 to 32% in 2014. A higher percentage of deans and directors of BSN programs reported a stronger job market for their graduates in 2014 than deans and directors of ADN programs. Thirty-three percent of BSN deans and directors reported “many jobs” overall, compared with 24% of ADN deans and directors.

- **Beginning in 2015, it is estimated that privately sponsored RN education programs will be graduating more RNs than publicly sponsored RN education programs.**

Between 2005 and 2014 RN graduations from both publicly sponsored programs—State University of New York (SUNY) and City University of New York (CUNY)—and privately sponsored programs increased, although graduation growth has slowed for public programs in recent years. RN graduations from privately sponsored RN programs are projected to increase by more than 6% between 2014 and 2015, whereas RN graduations from publicly sponsored RN programs are expected to decrease by approximately 2% during the same period. For the first time, graduations from privately sponsored RN programs in 2015 are expected to surpass graduations from publicly sponsored RN programs.

Conclusions

While RN production continues to increase in New York, most of the recent growth can be attributed to the increased number of BSN completers, those RNs with diplomas or an associate degree who go back to school for their bachelor's of science in nursing. If this trend continues, production of newly trained RNs may decline. Additionally, newly trained RNs are having continued difficulty finding jobs, especially associate-prepared RNs. It is not clear at this point how this will impact future interest in nursing careers.

Technical Report

BACKGROUND

RNs educated in New York represent the single largest source of RNs practicing in the state. RNs practice in a wide array of health care and nonhealth care settings and are the face of health care for many patients. Changing models of care are creating new opportunities for RNs (especially in outpatient settings) in emerging titles, such as care coordinator and patient navigator, which focus more on patient education and case management and less on bedside nursing. At the same time, hospitals are showing preferences for hiring BSNs rather than ADNs. It is unclear how these 2 trends intersect, if at all, and how they will impact the current and future need for RNs.

Monitoring the production of RNs can provide a better understanding of current and future RN supply-and-demand gaps. The Health Resources and Services Administration (HRSA) recently updated its national and state-level projections on supply of and demand for RNs from 2012 through 2025. A key finding of the research was that nursing supply is projected to exceed nursing demand, both nationally and in New York State. The HRSA report also noted that although the supply of RNs in many states may appear to be adequate at the state level, it is clear that there is maldistribution at regional and local levels and that some areas may not have a sufficient supply of RNs to serve their population. Ultimately, tracking the production of RNs in New York contributes to a broader understanding of newly trained RNs entering the field and potential gaps between supply and demand. This report summarizes the findings of the most recent survey and compares them to previously collected data.

METHODS

Each year the Center for Health Workforce Studies (CHWS) surveys RN education program deans and directors in New York (deans and directors) to better understand trends in the production of RNs in the state. For the purpose of this research, only deans and directors of RN programs that lead to licensure at the diploma, associate, and baccalaureate levels or registered postlicensure baccalaureate programs were surveyed.^b Of the 122 programs identified for this survey, a total of 112 deans and directors responded, which resulted in a 92% response rate (91% for ADN programs and 93% for BSN programs). Data for the 10 nonrespondents were drawn from responses to previous surveys; consequently, the report includes estimated graduations for all RN education programs in the state. The most recent survey was conducted beginning in the fall of 2014 through the spring of 2015 and included questions about applications, acceptances, and graduations for the class of 2014, as well as projected graduations for the class of 2015. The survey also asked the deans and directors about barriers to admitting more students and their perceptions about the local job market for newly trained RNs.

^bDifferent RN education programs (eg, ADN and BSN) offered by the same institution were counted as separate programs.

FINDINGS

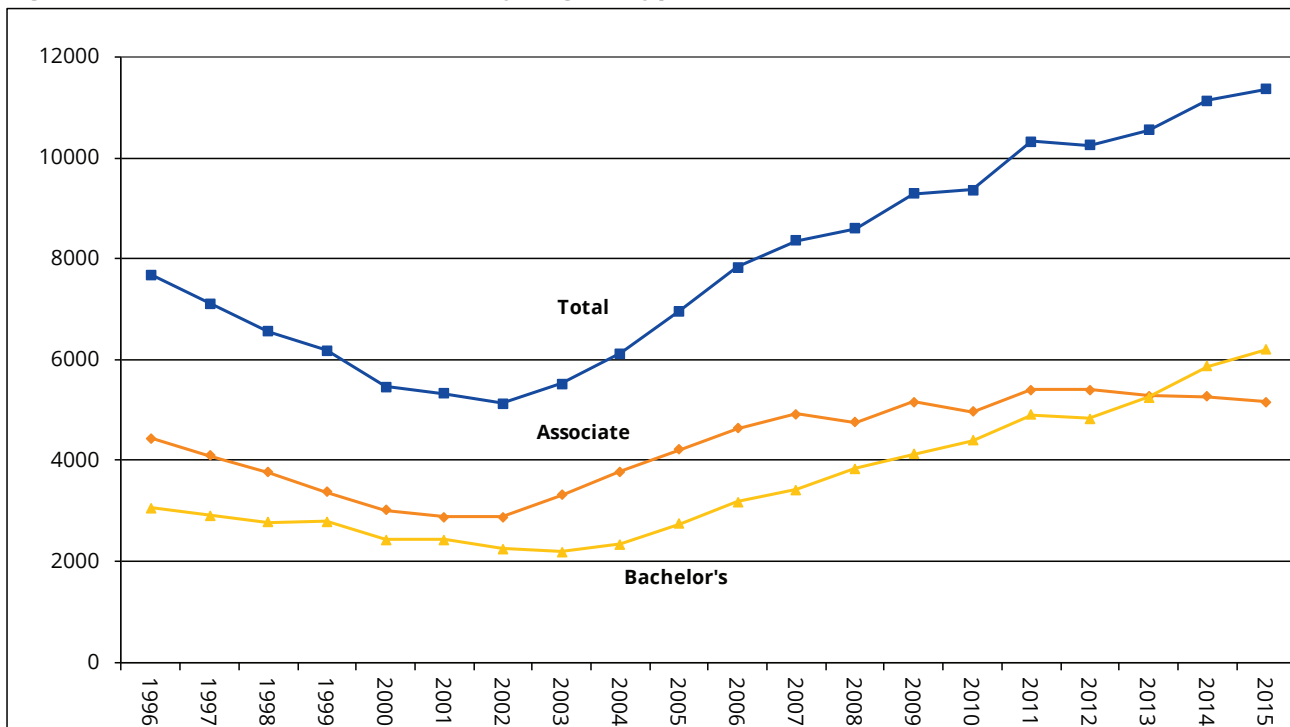
The following technical report provides more detail about the key findings in the preceding executive summary.

Trends in RN Graduations

In 2014 there were 11,141 graduates from RN education programs in New York, an increase of nearly 600 (or almost 6%), compared with the class of 2013 (Figure 1). Between 2013 and 2014 the number of ADN graduates declined slightly, whereas the number of BSN graduates increased by more than 600 (12%) during the same period.

Between 2002^c and 2014 total RN graduations in New York more than doubled (Figure 1 and Table 1). Over that period the number of BSN graduates increased by 161%, including a 105% increase in BSN completers. The number of ADN graduates also rose by 83% during the same period. The number of RN graduations in New York in 2015 is expected to grow by 220, or 2%, compared with 2014. ADN graduations are projected to decrease slightly between 2014 and 2015, whereas increases are projected for BSN graduates and for BSN completers.

Figure 1. New York RN Graduations, by Degree Type, 1996-2015



^c2002 was the last of 6 consecutive years (1997-2002) of declining graduations. Starting in 2003 RN graduations have increased each year over the previous year.

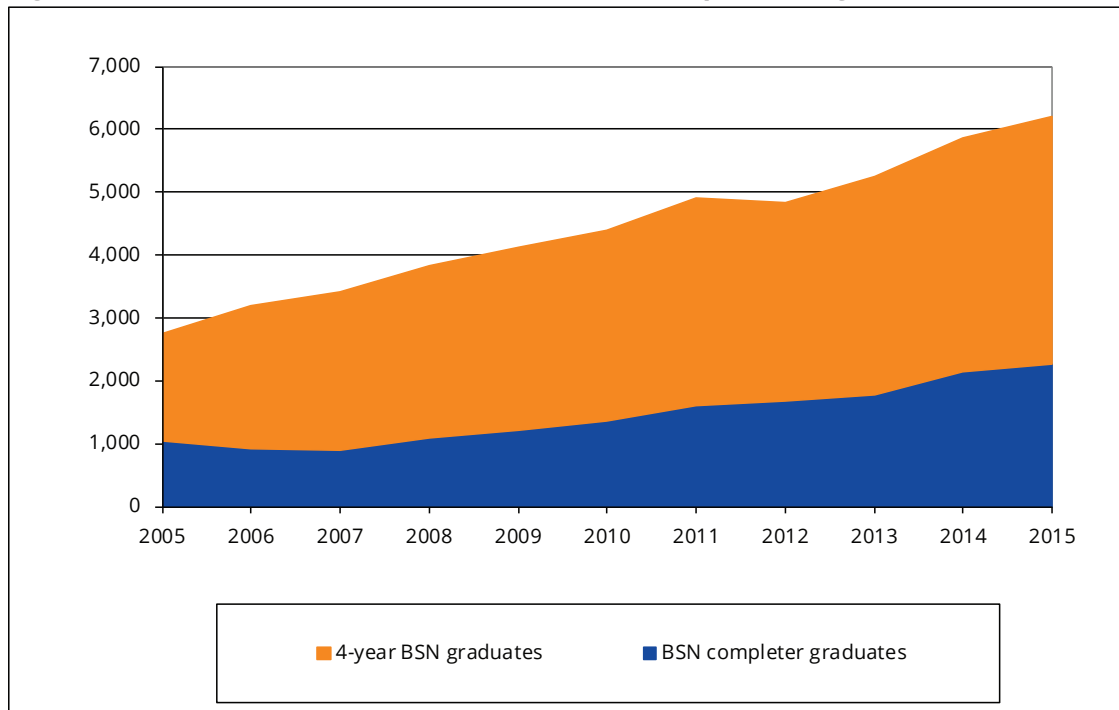
Table 1. New York RN Education Program Graduations, by Degree Type, 1996-2015

School Year	Degree Type					Totals
	ADN	BSN			Diploma	
		Total	4-Year	Completer		
1996	4447	3062	N/A	N/A	176	7,685
1997	4102	2911	N/A	N/A	94	7,107
1998	3763	2780	N/A	N/A	13	6,556
1999	3381	2792	N/A	N/A	4	6,177
2000	3015	2437	N/A	N/A	4	5,456
2001	2885	2437	N/A	N/A	12	5,334
2002	2877	2248	1,208	1,040	3	5,128
2003	3323	2189	1,303	886	3	5,515
2004	3780	2334	1,427	907	11	6,125
2005	4211	2745	1,714	1,031	14	6,970
2006	4640	3183	2,266	917	8	7,831
2007	4918	3426	2,535	891	9	8,353
2008	4750	3837	2,742	1,095	6	8,593
2009	5161	4121	2,919	1,202	9	9,291
2010	4966	4391	3,023	1,368	14	9,371
2011	5398	4913	3,299	1,614	9	10,320
2012	5,397	4,830	3,151	1,679	16	10,243
2013	5,277	5,259	3,483	1,776	10	10,546
2014	5,263	5,866	3,731	2,135	12	11,141
Projected 2015	5,156	6,195	3,926	2,269	10	11,361

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 proportion of BSN graduates and total RN graduates. In 2014 BSN completers accounted for 36% of all BSN graduates and 19% of all RN graduates, up from 29% and 13%, respectively, in 2008 (Figure 2). It is projected that in 2015 BSN completers will account for 37% of BSN graduates and 20% of all RN graduates.

Figure 2. Graduations from BSN 4-Year and BSN Completer Programs, 2005-2015



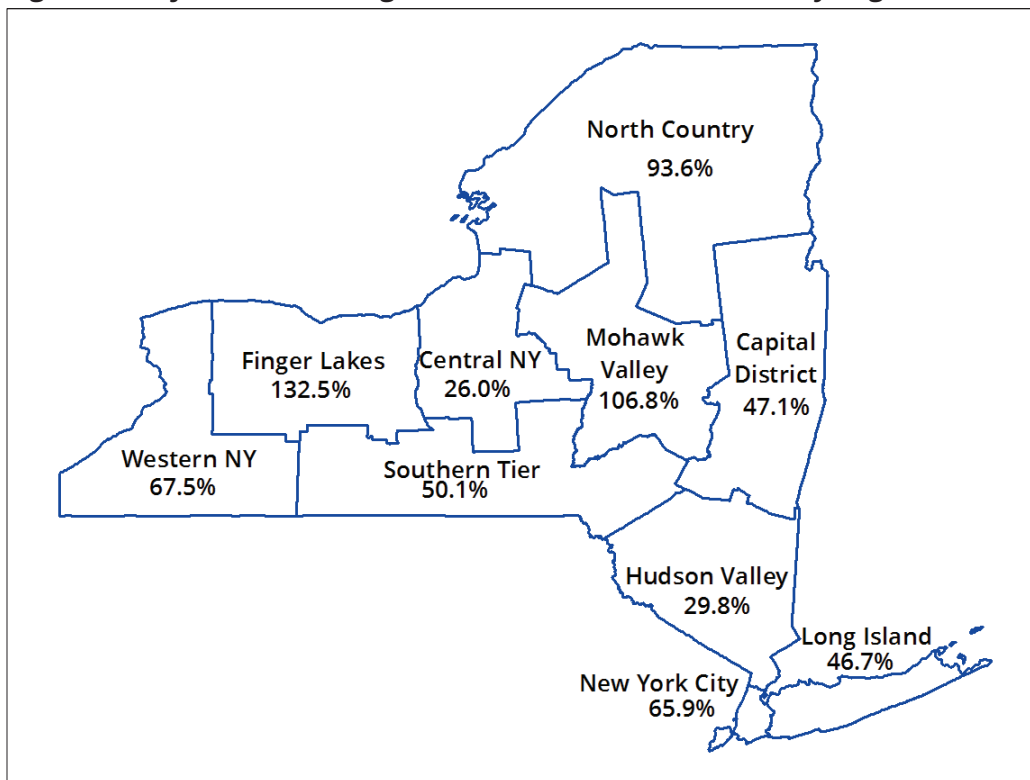
Regional Trends in RN Graduations

Since 2005 all regions in New York have seen increases in the number of RN graduations, ranging from 133% in the Finger Lakes region to 26% in the Central New York region. Graduations have also more than doubled in the Mohawk Valley region (107%) (Table 2 and Figure 3).

Table 2. Total Number of RN Graduations, by Region, 2005-2015

	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015 Estimated	
											Number	% Increase over 2005
Capital District	414	458	456	449	458	497	549	527	533	612	609	47.1%
Central New York	412	398	388	387	367	455	463	476	461	513	519	26.0%
Finger Lakes	575	657	698	790	878	922	1,115	1,047	1,099	1,251	1,337	132.5%
Hudson Valley	908	1,045	1,005	1,081	1,169	1,175	1,208	1,069	1,174	1,185	1,179	29.8%
Long Island	1,074	1,302	1,606	1,467	1,546	1,447	1,539	1,431	1,556	1,536	1,576	46.7%
Mohawk Valley	266	305	284	332	329	332	394	471	462	419	550	106.8%
New York City	2,023	2,274	2,461	2,641	2,799	2,840	3,116	3,354	3,374	3,425	3,357	65.9%
North Country	171	227	208	178	205	194	297	280	292	332	331	93.6%
Southern Tier	407	462	490	469	501	506	560	494	535	541	611	50.1%
Western New York	646	644	679	713	919	879	943	972	891	1,048	1,082	67.5%

Figure 3. Projected Percentage Increase in RN Graduations, by Region, 2005-2015



Seven regions in New York saw increases in ADN graduations between 2005 and 2014, predominantly in the Finger Lakes (60%), North Country (59%), and New York City (55%) regions (Table 3). The Long Island (-12%), Hudson Valley (-6%), and Southern Tier (-1%) regions experienced a decline in ADN graduations.

All regions in New York saw an increase in BSN graduations between 2005 and 2014, with the North Country (269%), Mohawk Valley (180%), Capital District (176%), Western New York (161%), Finger Lakes (160%), and Long Island (101%) regions more than doubling (Table 3). The Central New York region saw the slowest growth in BSN graduations (25%).

Between 2014 and 2015 increases in ADN graduations are projected for the Western New York (19%), Southern Tier (11%), Central New York (8%), and Finger Lakes (6%) regions (Table 3). All other regions are expected to experience a decline in ADN graduations, most notably in the New York City (-8%) and Long Island (-6%) regions.

Eight of the 10 regions, including the Southern Tier (15%) and North Country (11%) regions, are projected to have an increase in BSN graduations between 2014 and 2015 (Table 3). Mohawk Valley is expected to have an increase of more than 140 graduates (63%). In contrast, the Western New York and Central New York regions are projected to see a decrease in BSN graduations (-10% and -26%, respectively).

The number of BSN completers as a proportion of all BSN graduations grew in 6 out of the 10 New York regions between 2013 and 2014. The North Country region saw an increase of nearly 29%, followed by the Hudson Valley region (21%). The share of BSN completers in overall BSN graduations decreased in the Mohawk Valley (-8%), Long Island (-7%), and Capital District (-3%) regions between 2013 and 2014. BSN completer graduations are projected to increase in 6 of the 10 regions between 2014 and 2015, and decline in the Mohawk Valley (-19%), Western New York (-13%), North Country (-12%), and Long Island (-1%) regions.

Table 3. Total Number of RN Graduations, by Region and by Degree Type, 2005-2015

	2005		2006		2007		2008		2009		2010		2011	
	Associate	Bachelor's	Associate	Bachelor's	Associate	Bachelor's	Associate	Bachelor's	Associate	Bachelor's	Associate	Bachelor's	Associate	Bachelor's
Capital District	376	38	408	50	409	47	389	60	379	79	428	69	473	76
Central NY	327	85	326	72	351	37	352	35	323	44	392	63	381	82
Finger Lakes	245	330	266	391	276	422	262	528	313	565	339	583	354	761
Hudson Valley	547	361	582	463	535	470	577	504	677	492	603	572	621	587
Long Island	555	519	746	556	873	733	701	766	673	873	547	900	623	916
Mohawk Valley	185	81	203	102	172	112	219	113	214	115	193	139	212	182
New York City	1,140	883	1,264	1,010	1,385	1,076	1,421	1,220	1,531	1,268	1,439	1,401	1,606	1,510
North Country	142	29	162	65	140	68	128	50	160	45	151	43	230	67
Southern Tier	226	167	216	238	246	235	226	237	219	273	214	278	223	328
Western NY	424	222	415	229	458	221	401	312	571	348	558	321	573	370

	2012		2013		2014		2015		Change 2005 - 2014		Change 2014 - 2015	
	Associate	Bachelor's	Associate	Bachelor's	Associate	Bachelor's	Associate	Bachelor's	Associate	Bachelor's	Associate	Bachelor's
Capital District	461	66	462	71	507	105	502	107	34.8%	176.3%	-1.0%	1.9%
Central NY	397	79	372	89	407	106	441	78	24.5%	24.7%	8.4%	-26.4%
Finger Lakes	358	689	385	714	392	859	415	922	60.0%	160.3%	5.9%	7.3%
Hudson Valley	520	549	535	639	516	669	486	693	-5.7%	85.3%	-5.8%	3.6%
Long Island	584	847	577	979	491	1,045	460	1,116	-11.5%	101.3%	-6.3%	6.8%
Mohawk Valley	253	218	269	193	192	227	185	370	3.8%	180.2%	-3.6%	63.0%
New York City	1,763	1,591	1,724	1,650	1,766	1,659	1,625	1,732	54.9%	87.9%	-8.0%	4.4%
North Country	220	60	214	78	225	107	212	119	58.5%	269.0%	-5.8%	11.2%
Southern Tier	212	266	224	301	224	305	249	352	-0.9%	82.6%	11.2%	15.4%
Western NY	555	417	458	433	469	579	558	524	10.6%	160.8%	19.0%	-9.5%

Graduations by Nursing Education Program Sponsorship

Between 2005 and 2014 RN graduations from privately sponsored RN programs, including those based in hospitals, nearly doubled, increasing by 99% (Figure 4). During the same period RN graduations from CUNY- and SUNY-sponsored RN programs increased by 61% and 27%, respectively. In 2014 nearly 49% of all RN graduates in the state attended privately sponsored RN programs, 37% attended SUNY-sponsored RN programs, and 14% attended CUNY-sponsored RN programs.

RN graduations from privately sponsored RN programs are projected to increase by more than 6% between 2014 and 2015, while graduations from CUNY- and SUNY-sponsored RN programs are expected to decrease 3% and 2%, respectively (Figure 4). Beginning in 2015 it is estimated that privately sponsored RN education programs will graduate more RNs than publicly sponsored RN education programs (Figure 5).

Figure 4. Graduations from New York RN Education Programs, by Sponsor, 2005-2015

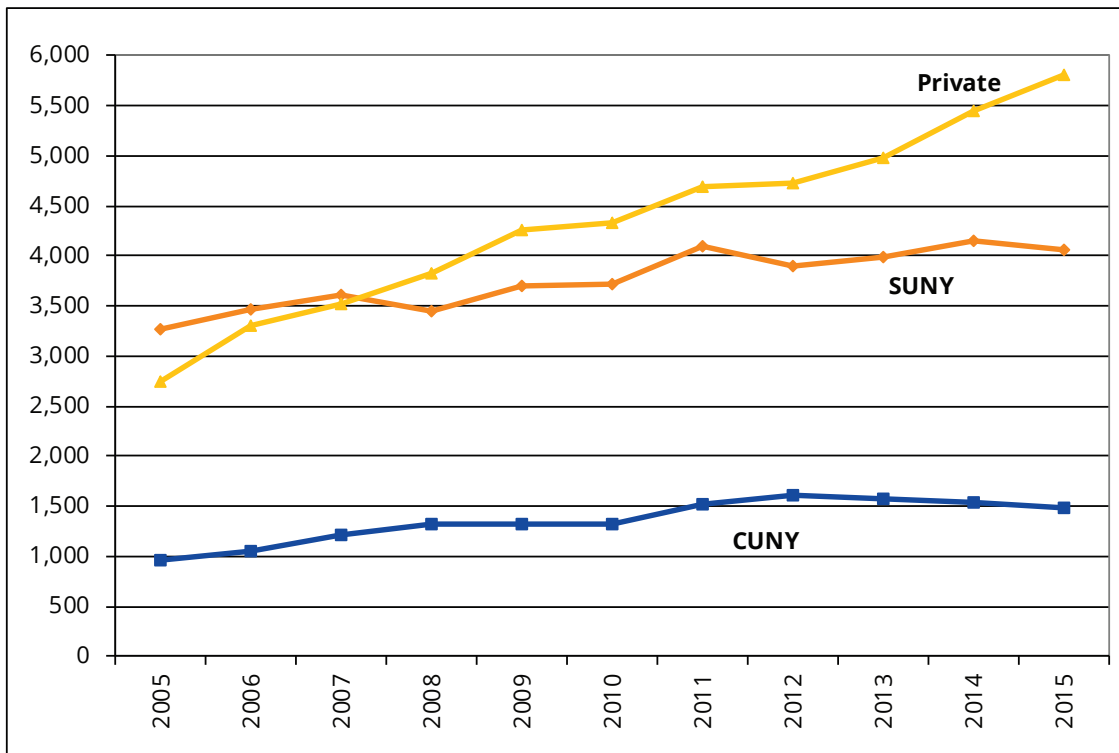
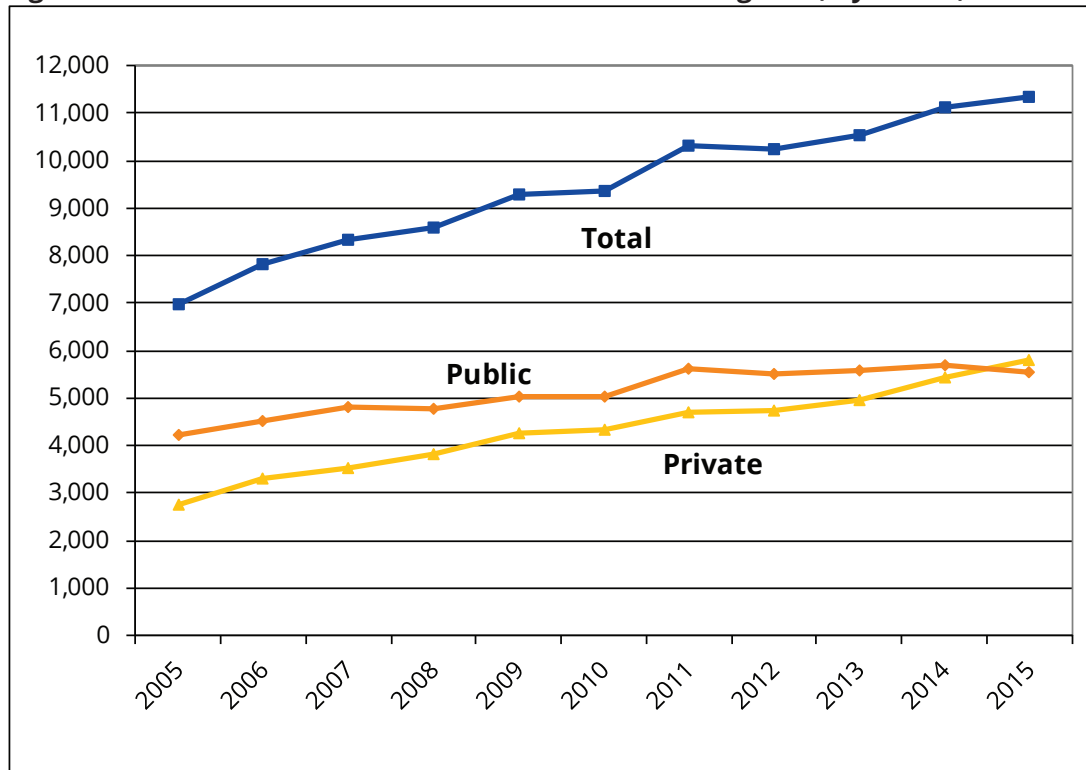


Figure 5. Graduations from New York RN Education Programs, by Sector, 2005-2015

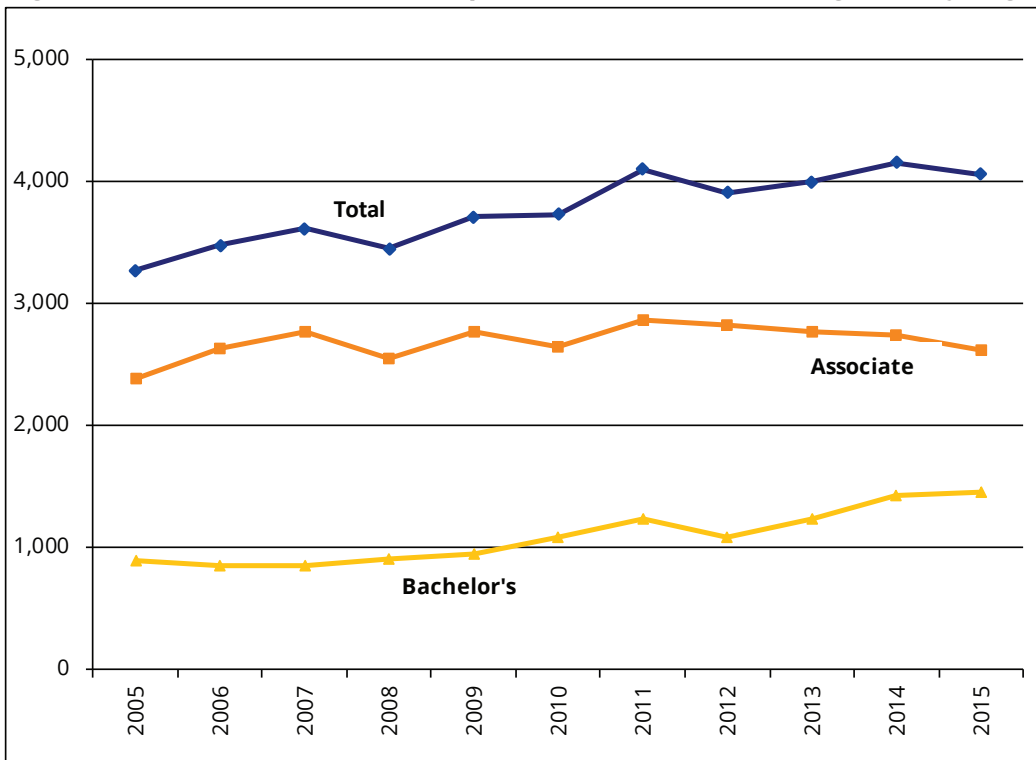


SUNY-Sponsored RN Education Program Graduations

In 2014 there were nearly 4,200 graduates from SUNY-sponsored RN education programs, with ADN graduates representing 66% of the total (Figure 6). Between 2014 and 2015 graduations from SUNY-sponsored RN programs are projected to decline slightly (2%). Meanwhile, graduations from SUNY-sponsored ADN programs are expected to fall by 4%, whereas those from BSN programs are expected to increase by 2%.

In 2014 BSN completers accounted for 53% of all BSN graduates and 18% of all RN graduates from SUNY-sponsored education programs. BSN completers are projected to remain stable between 2014 and 2015, representing 52% of all BSN graduates in 2015.

Figure 6. Graduations from SUNY-Sponsored RN Education Programs, by Degree Type, 2005-2015

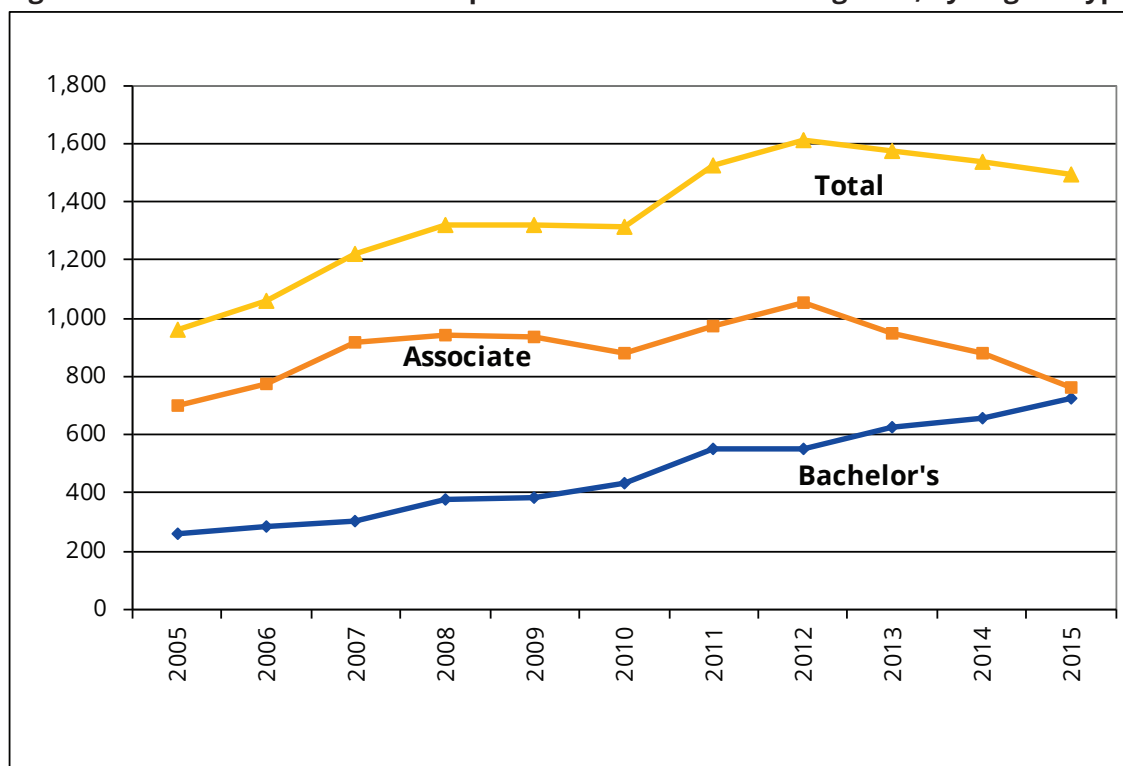


CUNY-Sponsored RN Education Program Graduations

Between 2005 and 2014 RN graduations from CUNY-sponsored ADN and BSN programs increased by 26% and 153%, respectively (Figure 7). Overall, CUNY graduations are projected to decline by 3% between 2014 and 2015, with BSN graduations increasing by 11% and ADN graduations declining by 13%.

In 2014, 67% of all CUNY-sponsored BSN graduates were from BSN completer programs, and BSN completers are expected to increase by 15% between 2014 and 2015. It is projected that BSN completer graduations will represent 70% of all BSN graduations from CUNY-sponsored RN education programs in 2015.

Figure 7. Graduations from CUNY-Sponsored RN Education Programs, by Degree Type, 2005-2015

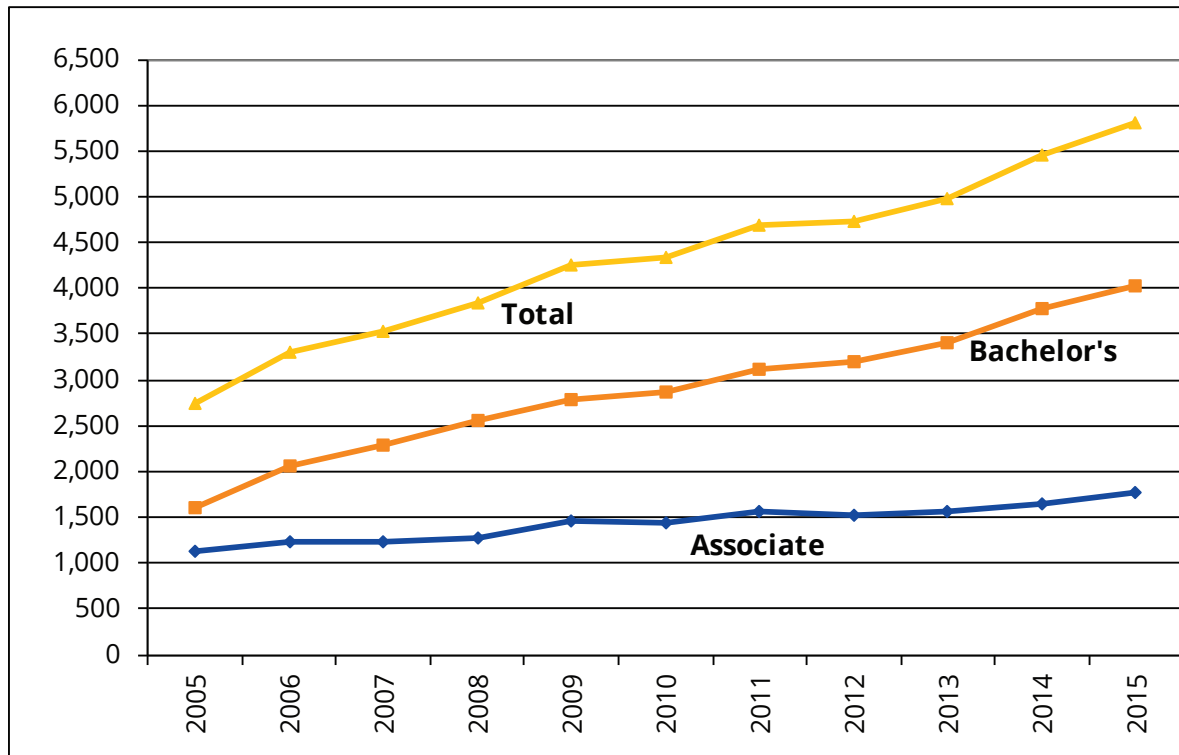


Privately Sponsored RN Education Program Graduations

Both BSN and ADN graduations from privately sponsored RN education programs have grown substantially between 2005 and 2014, with BSN graduations increasing by 137% and ADN graduations growing by 46% (Figure 8). In 2014 BSN graduations accounted for more than two-thirds of overall graduations from privately sponsored RN education programs. Between 2014 and 2015 total graduations from privately sponsored RN education programs are projected to increase by 7%. Both BSN and ADN graduations from privately sponsored programs are expected to increase (6% and 8%, respectively).

In 2014 BSN completer graduations accounted for 30% of total BSN graduations from privately sponsored RN education programs. It is projected that this value will remain the same in 2015.

Figure 8. Graduations from Privately Sponsored RN Education Programs, by Degree Type, 2005-2015



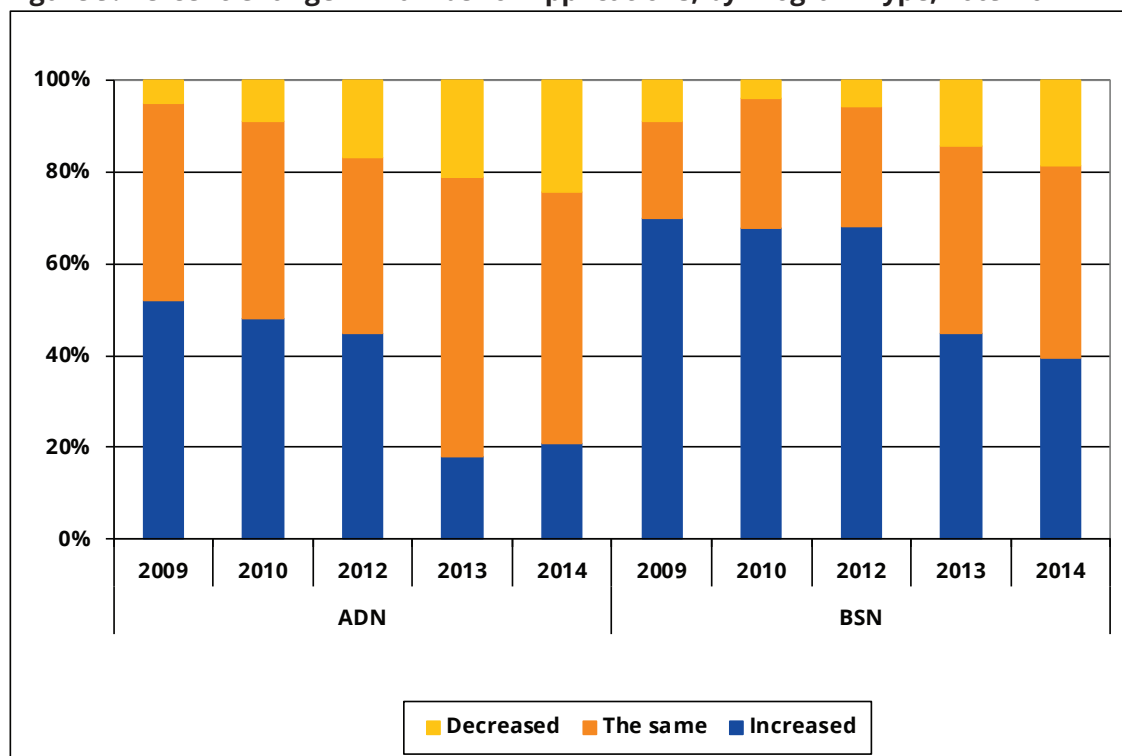
RN Program Applications and Acceptances

RN Program Applications

A higher percentage of deans and directors reported that applications to their respective programs declined in 2014 compared with 2013. Twenty-two percent of deans and directors reported a decrease in applications in 2014 over 2013. Nearly 50% of deans and directors also reported that the number of applications to their respective programs remained the same in 2014 compared with 2013.

Fifty-four percent of ADN deans and directors and 42% of BSN deans and directors reported that the number of applications to their respective programs remained the same in 2014 compared with 2013 (Figure 9). The percentage of deans and directors who reported increases in applications to their programs has remained the same between 2013 and 2014 at 30%. Less than half (40%) of BSN deans and directors reported an increase in applications to their programs in 2014 over 2013, and 21% of ADN deans and directors reported an increase in applications in 2014 over 2013.

Figure 9. Percent Change in Number of Applications, by Program Type, 2009-2014

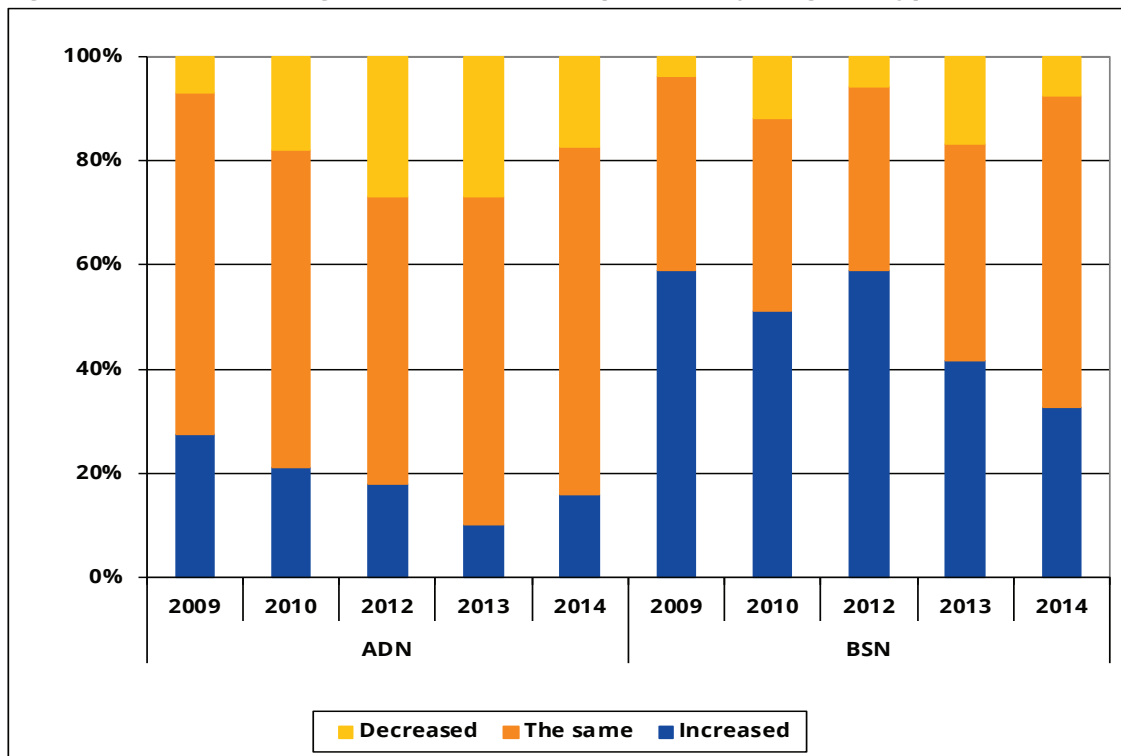


RN Program Acceptances

Sixty-three percent of deans and directors reported the same number of acceptances to their programs in 2014 as in 2013, including 67% of ADN deans and directors and 58% of BSN deans and directors. The percentage of deans and directors reporting increases in acceptances over the previous year declined slightly in 2014, from 24% in 2013 to 23% in 2014.

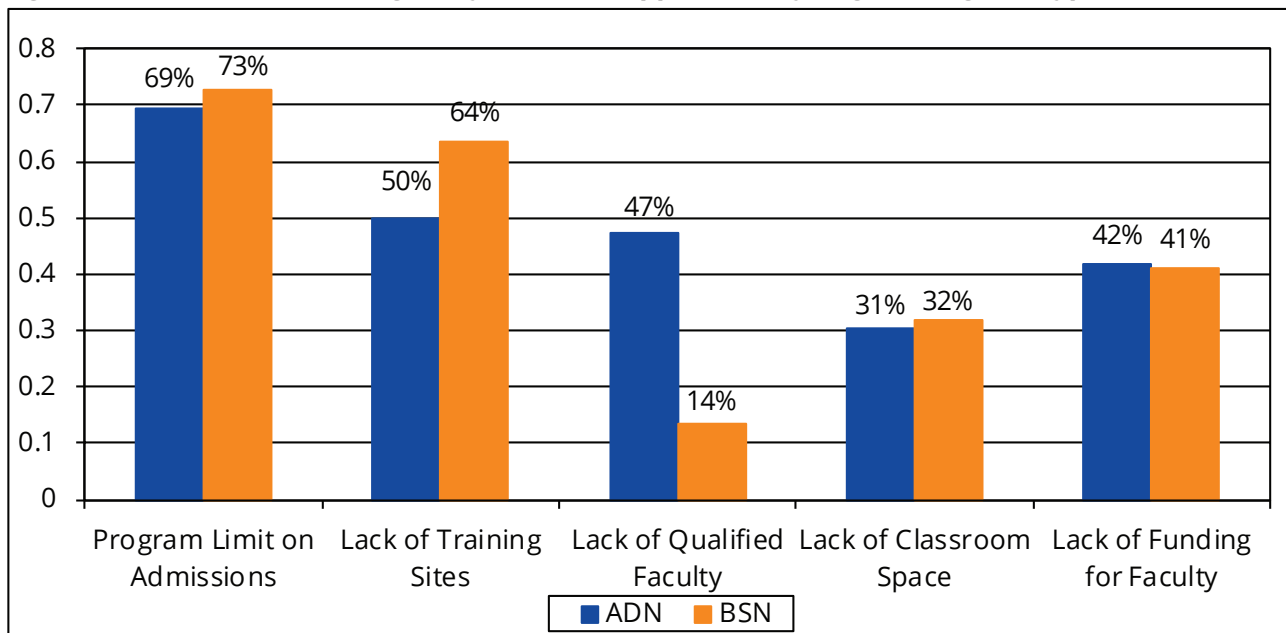
Thirty-two percent of deans and directors of BSN programs (including BSN completer programs) reported more acceptances to their programs in 2014 than in 2013, down from 42% of BSN deans and directors who reported more acceptances to their programs in 2013 than in 2012 (Figure 10). Sixteen percent of ADN deans and directors reported more acceptances to their programs in 2014 than in 2013, up from 10% that reported more acceptances in 2013 than in 2012. The percentage of deans and directors reporting fewer acceptances decreased to 14% in 2014 from 22% in 2013, including 18% of ADN deans and directors and 8% of BSN deans and directors.

Figure 10. Percent Change in Number of Acceptances, by Program Type, 2009-2014



The majority of ADN and BSN programs that denied admission to qualified applicants cited limits on program admissions and lack of training sites as the primary reasons for doing so. In 2014, 69% of ADN and 73% of BSN deans and directors statewide reported turning away qualified applicants due to limits on program acceptances (Figure 11). More than half of ADN and BSN deans and directors (50% ADN and 64% BSN) reported lack of training sites as a factor in turning away qualified applicants. In addition, more than 40% of both ADN and BSN deans and directors statewide cited lack of funding for faculty as another reason for turning away qualified applicants (42% and 41%, respectively).

Figure 11. Reasons for Turning Away Qualified Applicants, by Degree Program Type, 2014



RN education programs in 6 of the 10 regions reported limits on program admissions as the primary reason for turning away qualified applicants (Table 4). Education programs in 4 of the 10 regions also reported lack of funding for faculty as a major reason for turning away qualified applicants.

Table 4. Reasons for Turning Away Qualified Applicants, by Region, 2014

Region	Lack of Qualified Faculty	Lack of Funding for Faculty	Lack of Training Sites	Program Limit on Admissions	Lack of Classroom Space
Capital District	60.0%	20.0%	80.0%	100.0%	40.0%
Central New York	40.0%	60.0%	40.0%	40.0%	60.0%
Finger Lakes	0.0%	25.0%	62.5%	87.5%	12.5%
Hudson Valley	28.6%	42.9%	71.4%	100.0%	14.3%
Long Island	0.0%	33.3%	33.3%	83.3%	33.3%
Mohawk Valley	100.0%	100.0%	100.0%	100.0%	0.0%
New York City	33.3%	33.3%	33.3%	50.0%	41.7%
North Country	60.0%	60.0%	100.0%	60.0%	60.0%
Southern Tier	50.0%	50.0%	25.0%	50.0%	0.0%
Western New York	50.0%	33.3%	50.0%	50.0%	0.0%
Statewide	33.9%	39.0%	54.2%	69.5%	28.8%

Availability of Jobs for Newly Trained RNs

In 2014 a lower percentage of 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 2014, the percentage of RN education program directors who reported “many jobs” for their graduates had declined substantially (Figure 12). In 2014 only 29% of deans and directors reported “many jobs” for newly trained RNs, up slightly from 25% in 2013. The decline was observed across all health care settings.

BSN deans and directors reported a better job market for their graduates, compared with deans and directors of ADN programs (Figure 13). Thirty-three percent of BSN deans and directors reported “many jobs” overall, compared with only 24% of ADN deans and directors. BSN deans and directors reported “many jobs” in ambulatory care (43%) and home health care (42%).

Figure 12. Percent of RN Program Directors Reporting “Many Jobs” for Newly Trained RNs, 2009-2014

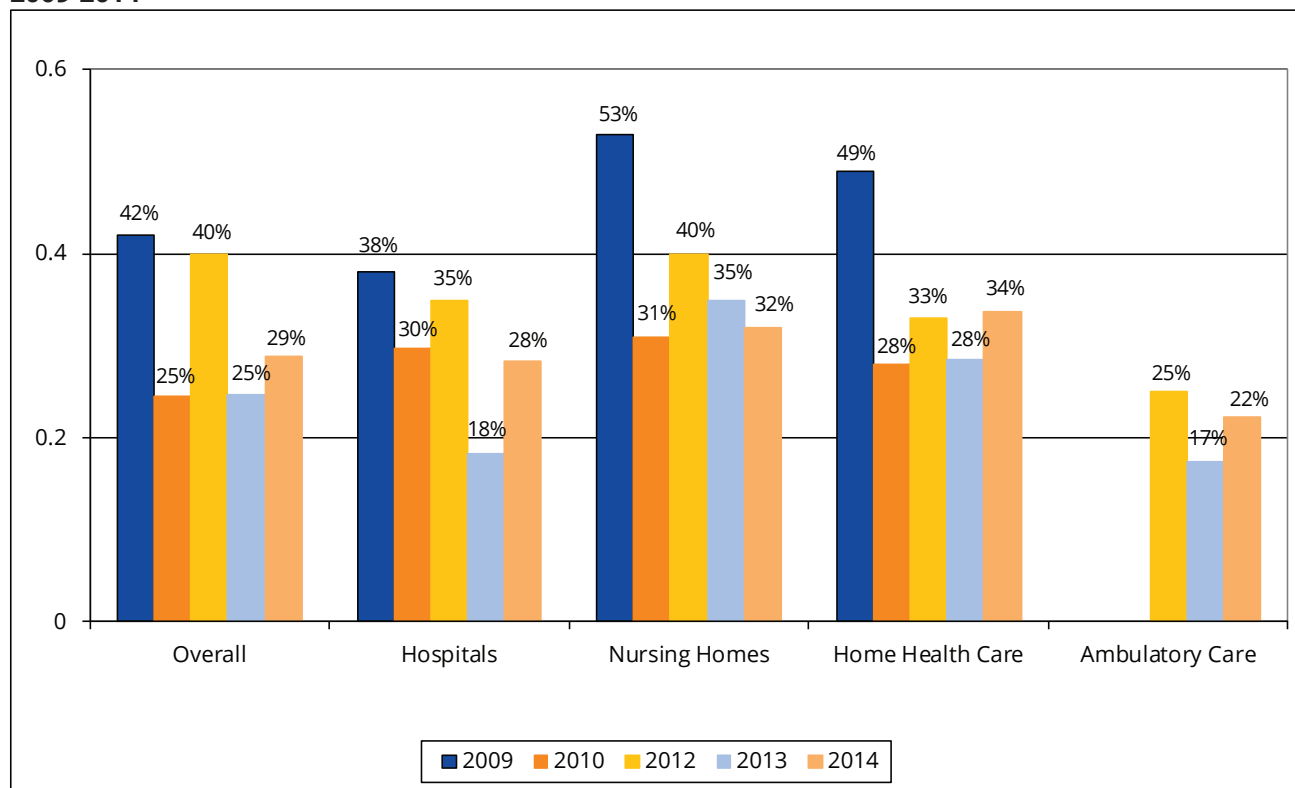
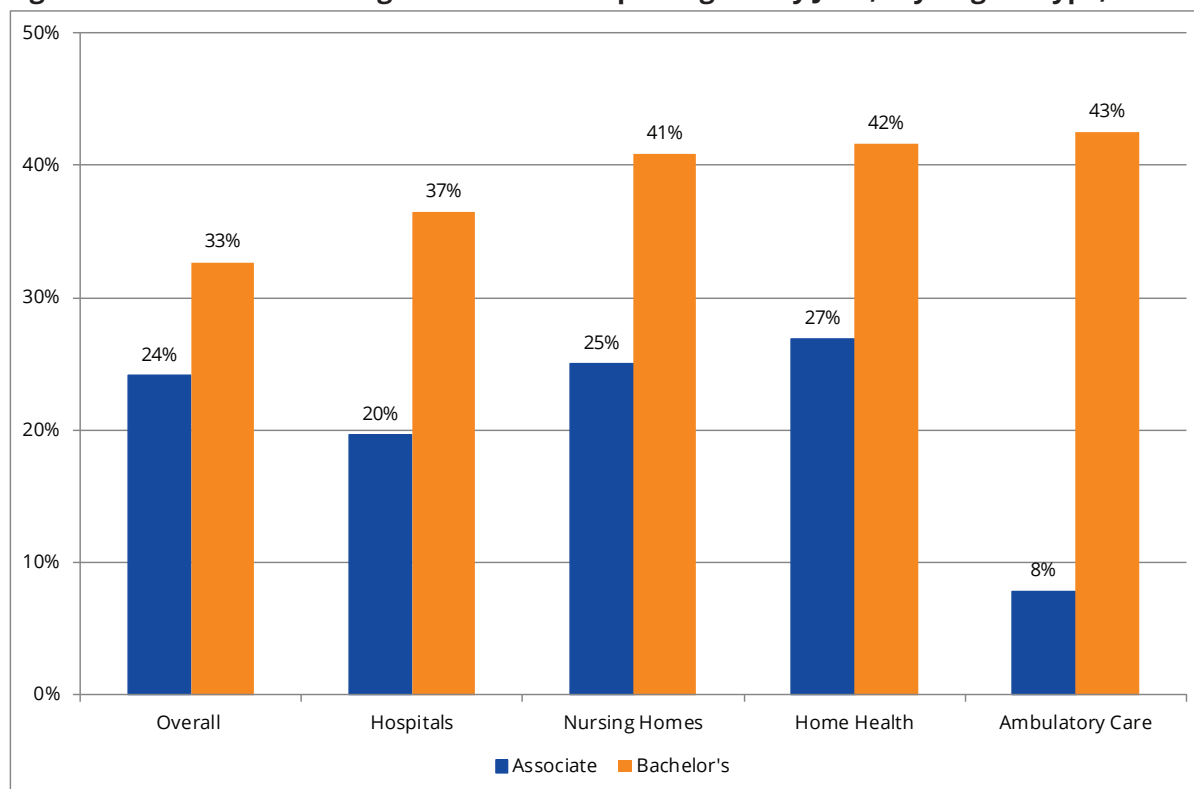


Figure 13. Percent of RN Program Directors Reporting “Many Jobs,” by Degree Type, 2014



Discussion

The number of graduates from New York RN education programs has grown steadily over the past 10 years, but the production of newly trained RNs is slowing. Growth in the number of RN graduations is directly attributable to an increasing number of BSN completers, ie, already licensed RNs who go on to obtain a bachelor's degree in nursing. In 2014, 19% of RN graduates in New York were BSN completers. Although 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 nurse educators.

Currently, the job market for newly trained RNs appears to be very competitive. Between 2013 and 2014 a smaller percentage of deans and directors reported “many jobs,” particularly for ADN graduates. Changes in the health care delivery system may see greater demand for RNs in ambulatory care and home health care and declining demand in acute care. Given the importance of RNs in health care delivery and their changing roles due to newer models of care, it is important to routinely monitor the supply and production of RNs in New York as well as demand for their services to identify potential RN supply-and-demand gaps.





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