

Trends in RN Education in NYS:
Findings from the 2005 Annual Survey
of NY RN Education Programs

**Meeting of the Council of Baccalaureate
Deans**

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<http://chws.albany.edu>



The Center for Health Workforce Studies

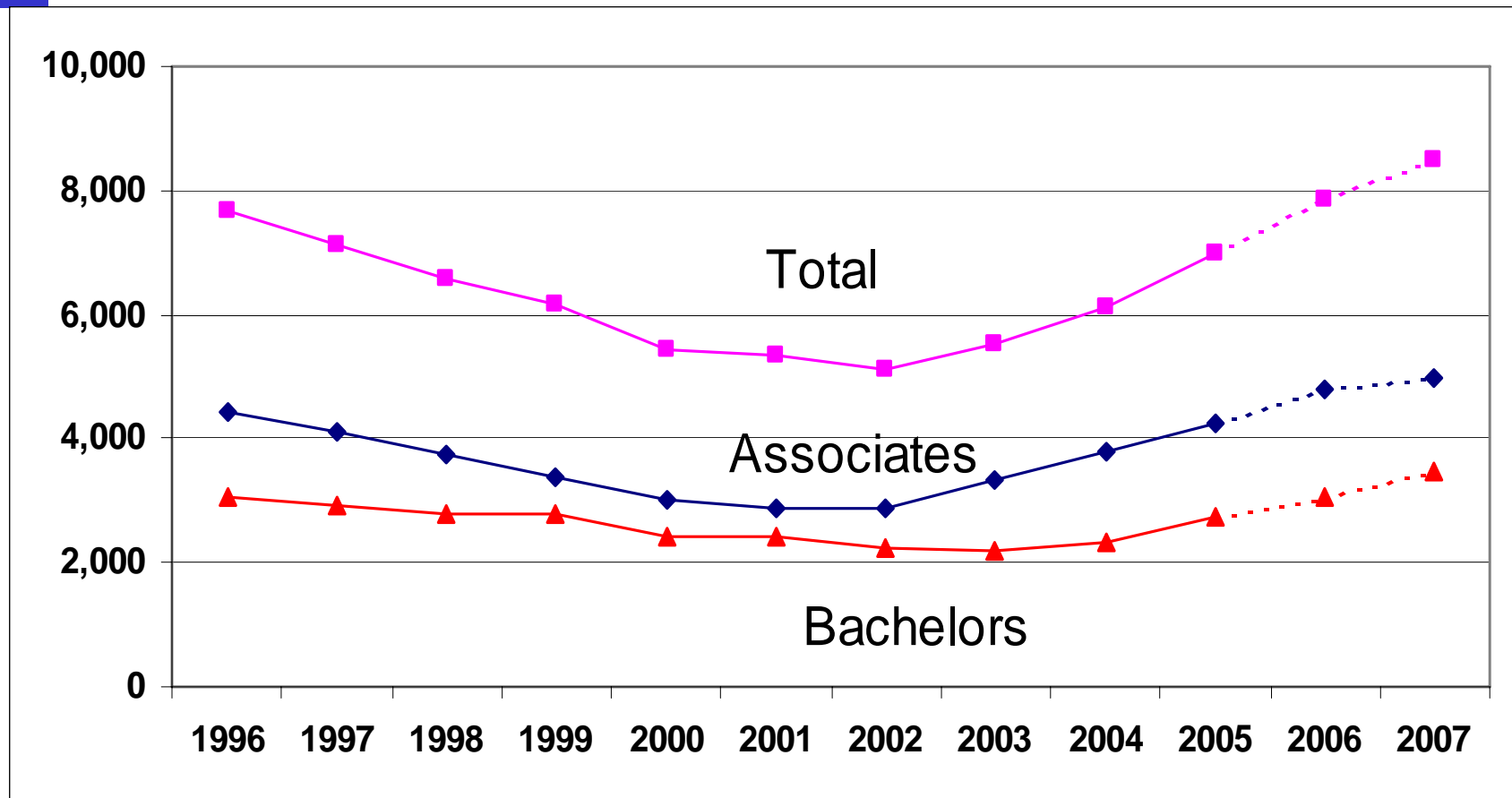
- Based in the School of Public Health at SUNY Albany
- Conducts studies of the supply, demand, use and education of the health workforce
- Committed to collecting and analyzing data to understand workforce dynamics and trends
- Goal to inform public policies, the health and education sectors and the public



Survey of Nursing Education Programs in NYS

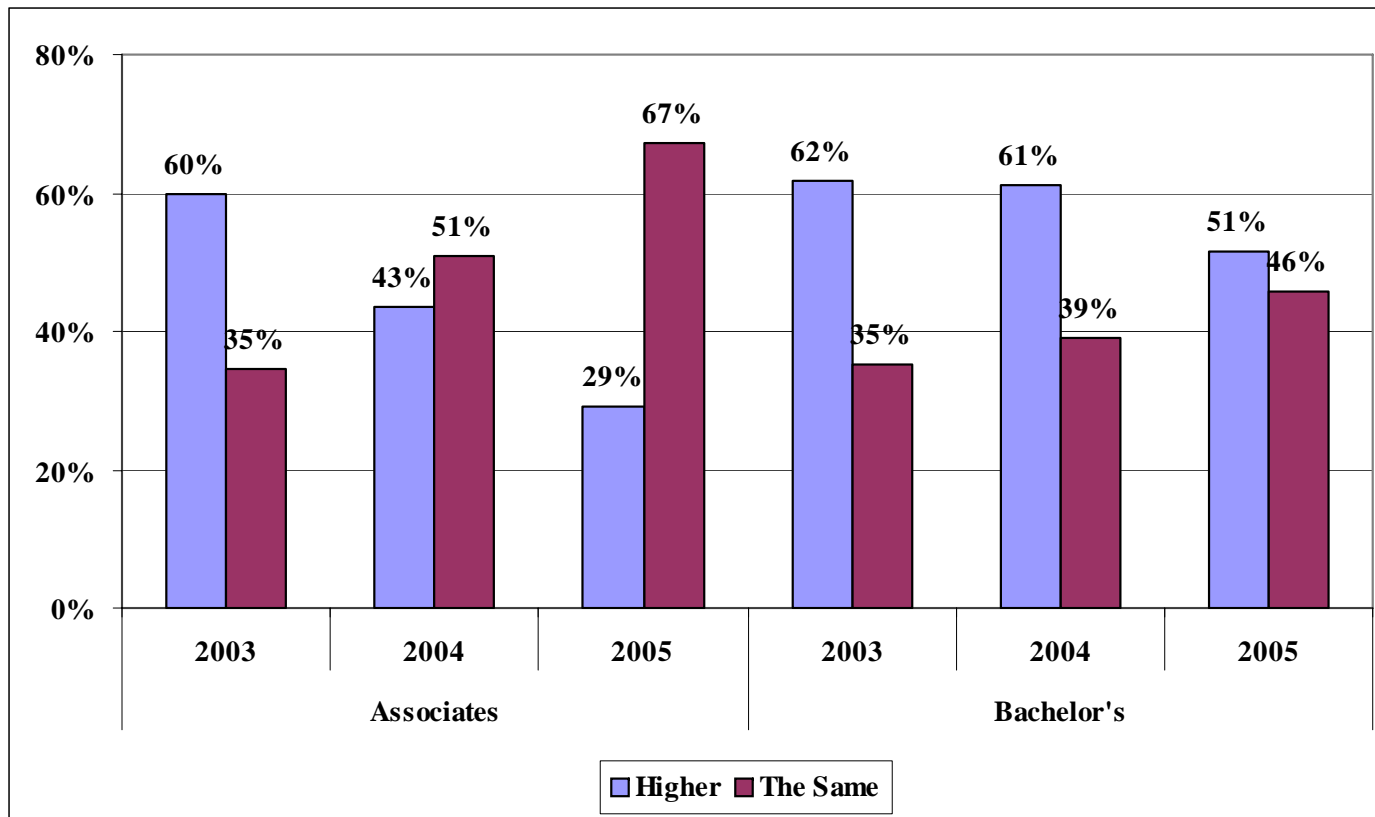
- Annual survey of RN education programs
- Conducted every year since 2000
- Asks about applications, acceptances and graduations, and job market
- 90% response rate (96 of 107 programs) for 2005 survey

RN Graduations in NY Began Rising in 2003 and This Trend Will Continue Through 2007



Admissions into Nursing Programs Are Leveling Off

**Percentage Change in the Number of Acceptances
By Degree Type Between 2003 and 2005**

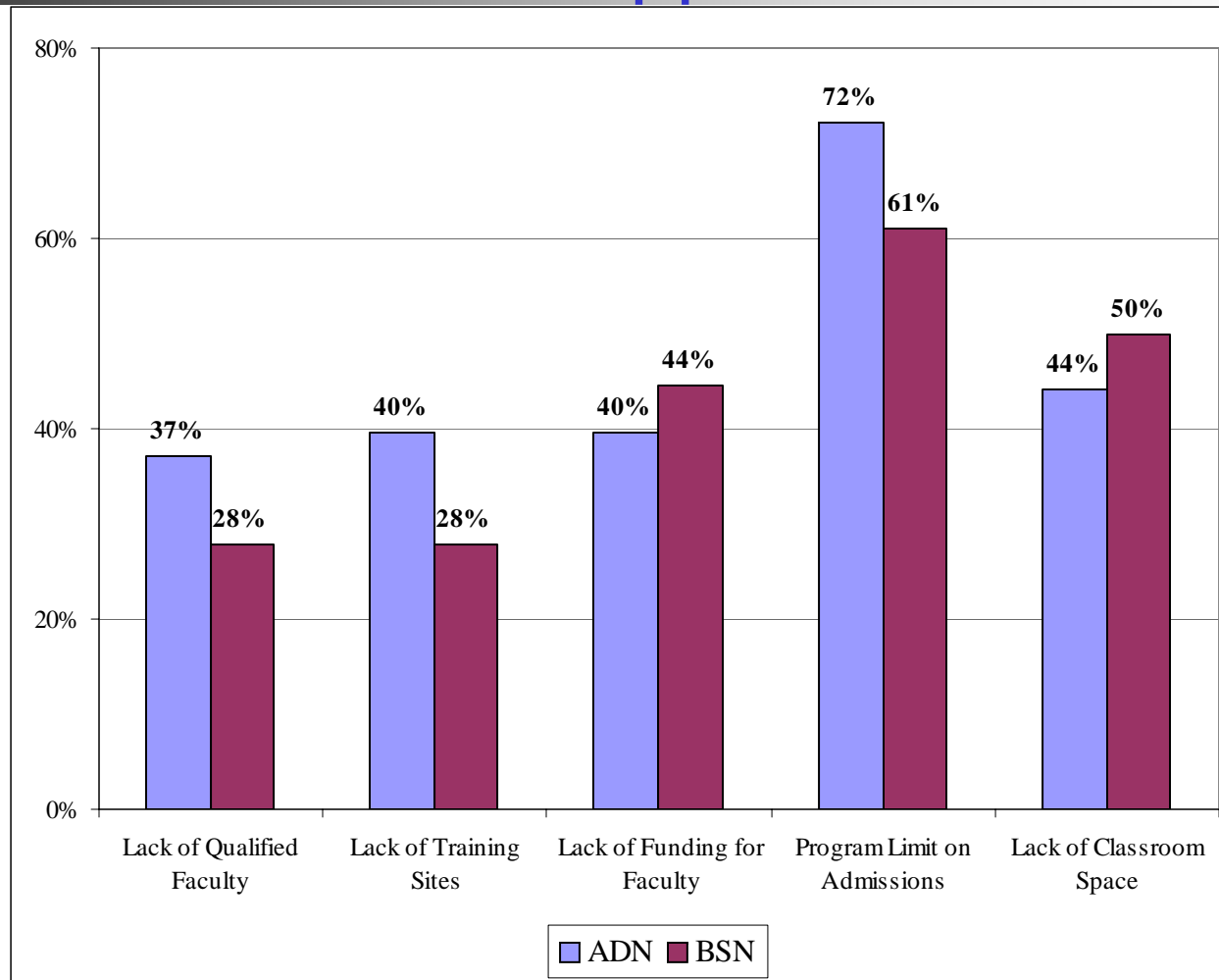




More Programs Turned Away Qualified Candidates in 2005 than 2004

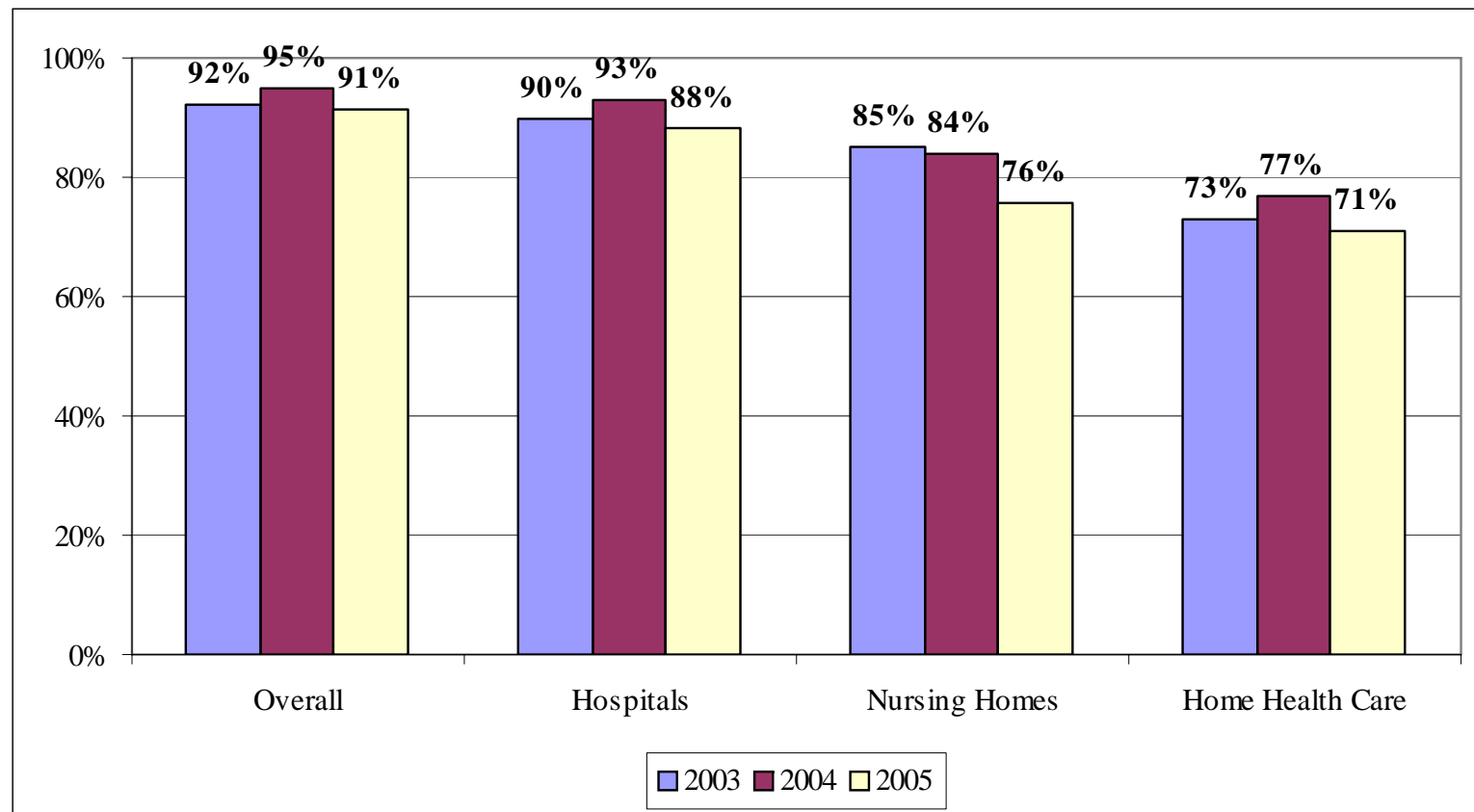
- **67%** of all programs reported turning away qualified applicants in 2005, compared to 57% in 2004 and 49% in 2003
- **80%** of ADN programs reported turning away qualified applicants in 2005, compared to 73% in 2004 and 68% in 2003
- **50%** of BSN programs reported turning away qualified applicants in 2005, compared to 39% in 2004 and 26% in 2003.

Admission Limits is the Primary Reason Cited for Turning Away Qualified Applicants



Demand for New RNs Remains High Across the State

Percent of Respondents that Indicated “Many Job Openings” for New RN Graduates in 2004 and 2005





Future Shortages of RNs in NYS?

- BLS projects over 1.2 million job openings for RNs in the US between 2004 and 2014
- HRSA estimated that NY had an 8% shortage of RNs in 2005 and projects a 16% shortage of RNs by 2015
- Barriers to expanding the capacity of RN education programs could limit our ability to produce the RNs we need for the future
- If current trends continue, the number of RNs leaving the field will outnumber new entrants

***A Survey of Hospital RNs
in New York State***



Why Survey Hospital RNs?

- Concerns about...
 - RN recruitment and retention
 - the adequacy of nursing education in preparing RNs for acute care nursing
 - an aging RN workforce in acute care
 - RN job satisfaction
 - education and training needs
 - future plans



A Collaboration

- The Center, and its partners
 - Greater New York Hospital Association
 - 1199 Employment, Training, and Job Security Program
 - New York Academy of Medicine
 - Delta Pi Chapter of National Nursing Honor Society
- Designed to help hospitals and other stakeholders learn more about hospital nurses and plan for future nursing needs



Survey asks about....

- Demographics
 - Current position
 - Job satisfaction
 - If RN for <5 years, how well prepared
 - If RN for > 5 years, opinion of new RN preparation
- Training/education needs
- Interest in becoming a preceptor
- Future plans



Status Report

- Since June, 25 hospitals, primarily downstate, (with more than 12,000 RNs) have participated in the survey
- Nearly 1,700 responses to date
- More upstate hospitals may participate in the survey later this year

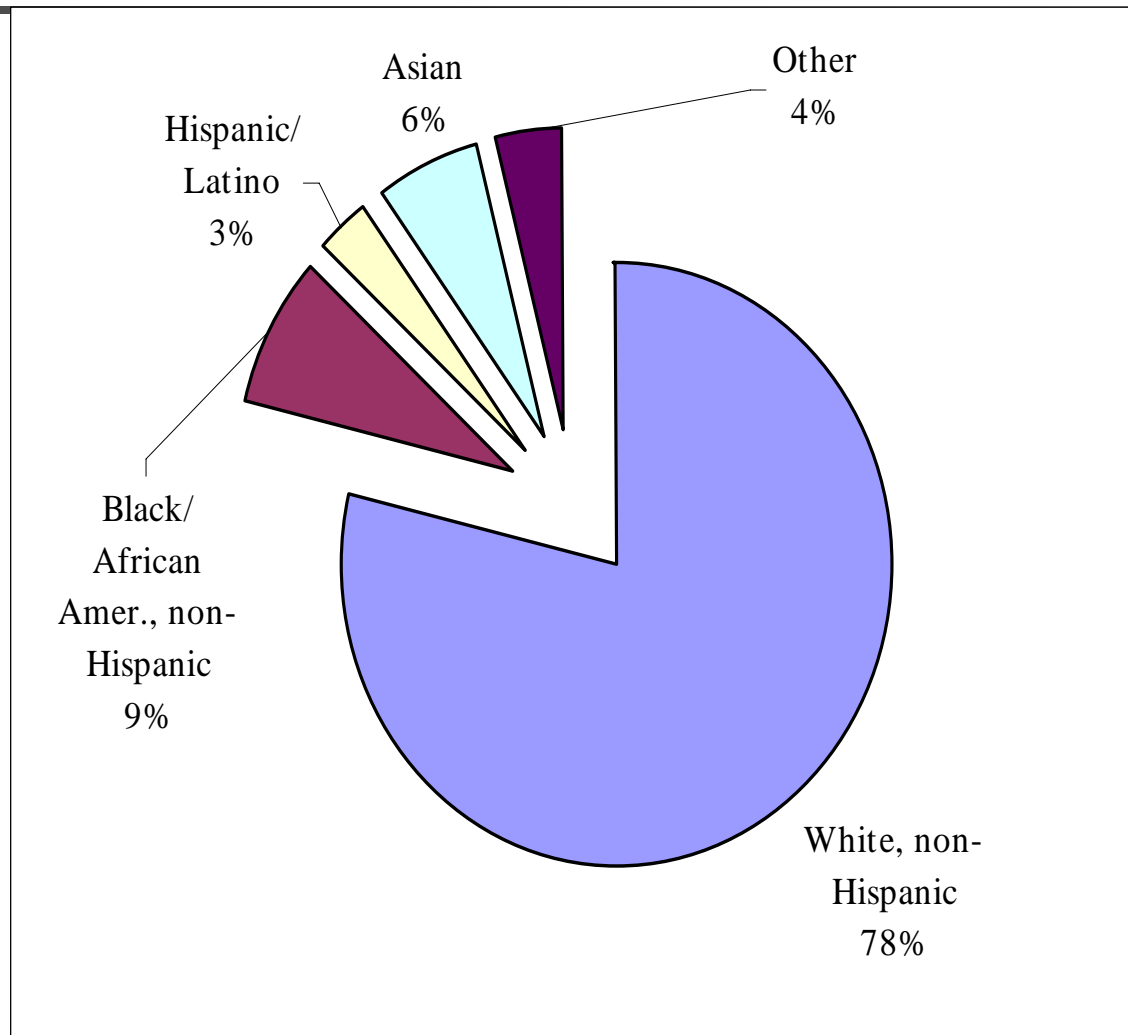
Preliminary Findings



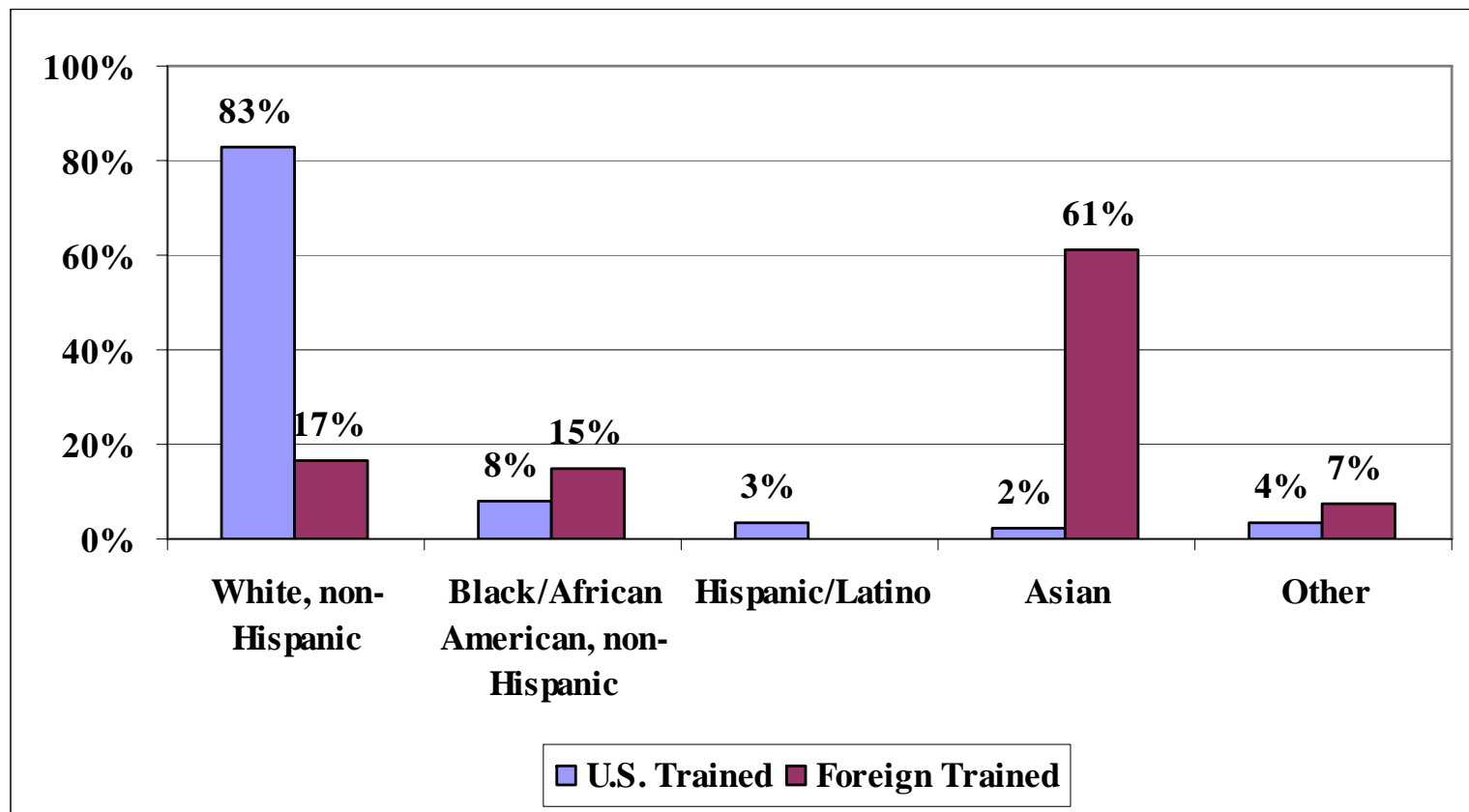
Hospital RNs in NY Resemble Hospital RNs Nationally

- The vast majority of hospital RNs in NY are female (94%), compared to 93% nationally
- The median age of a hospital RN in NY is 46, compared to 44 nationally
- The majority of hospital RNs in NY are non-Hispanic white (79%), compared to 87% nationally

Minorities Are Underrepresented in the NY Hospital Nursing Workforce

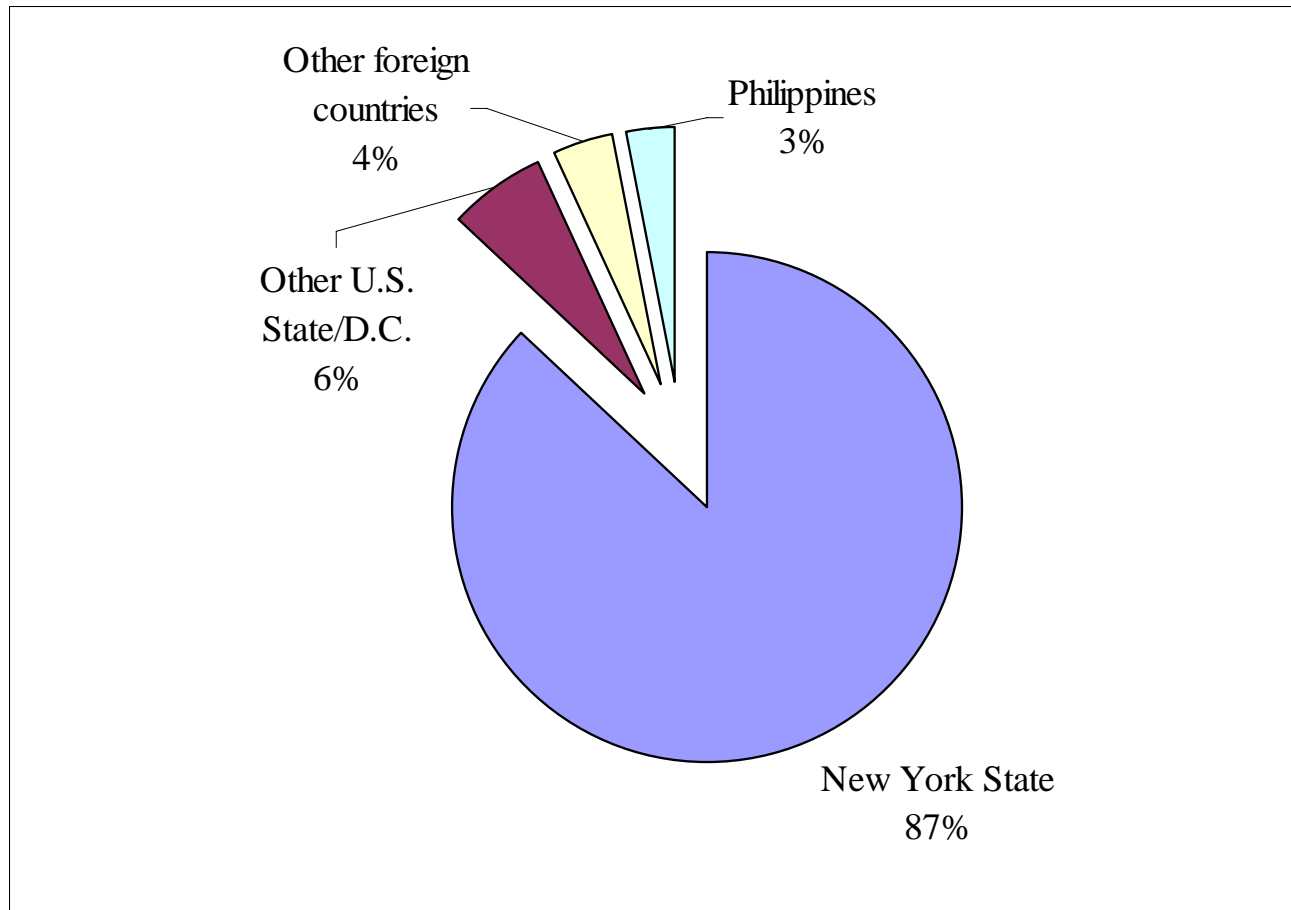


Foreign-trained Nurses Contribute to the Diversity of Hospital RNs in NY

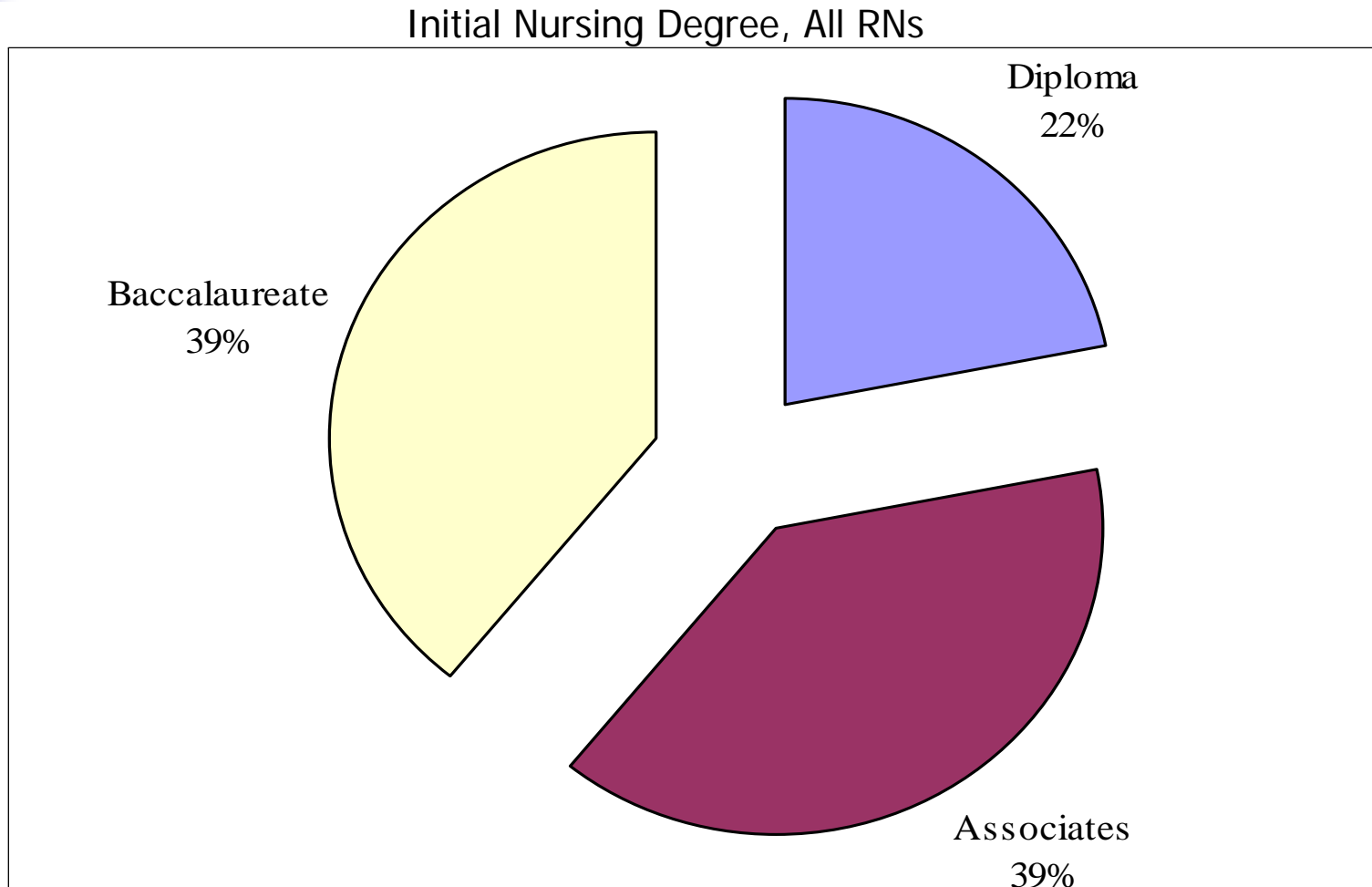
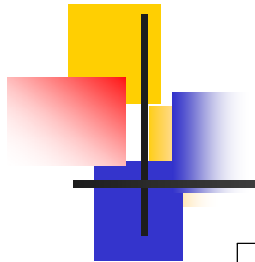


Most Hospital RNs Received Their Basic Nursing Education in NY

Location of Basic RN Education

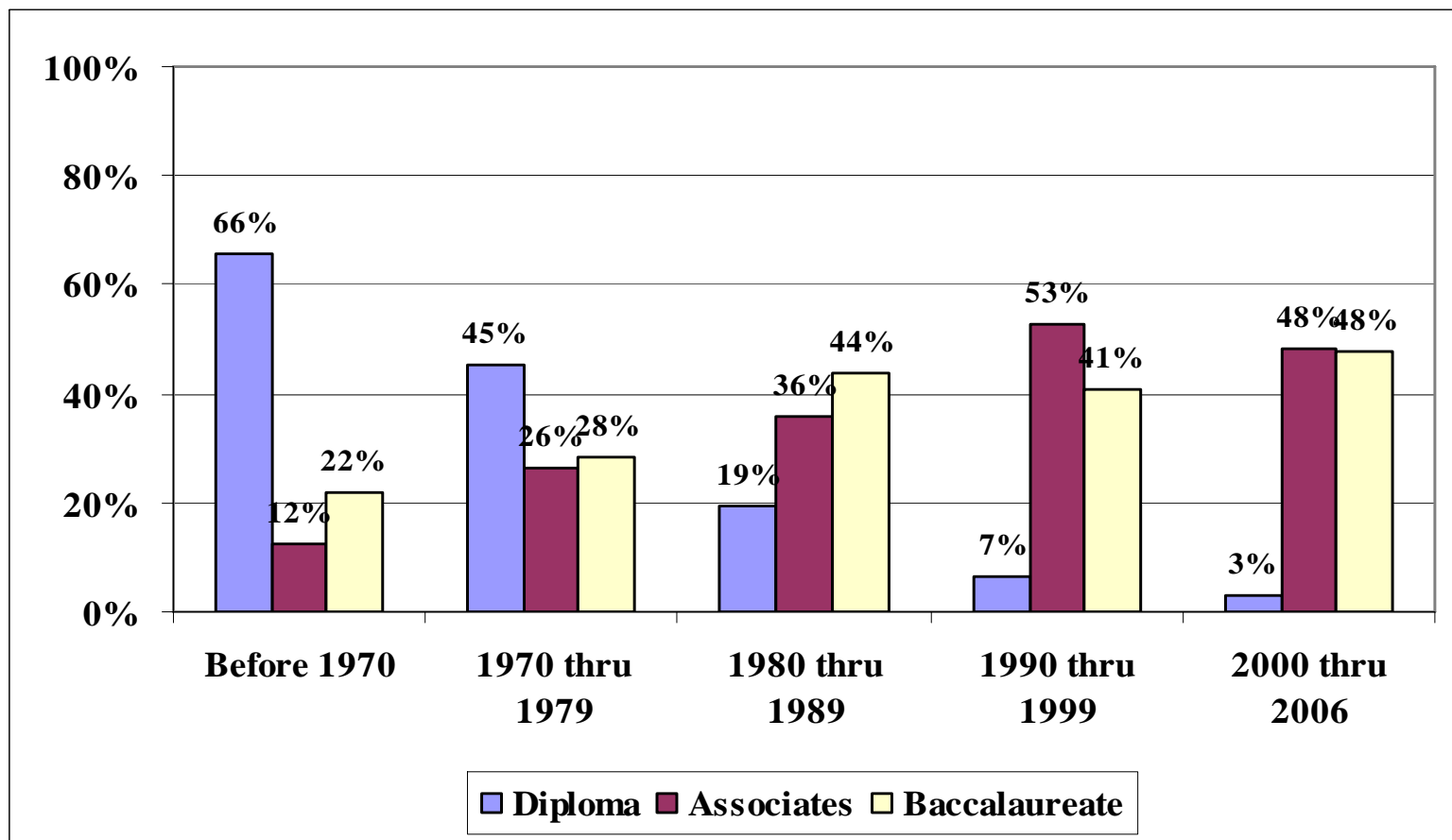


Hospital RNs Are More Likely to Report a BSN or ADN as an Initial Nursing Degree



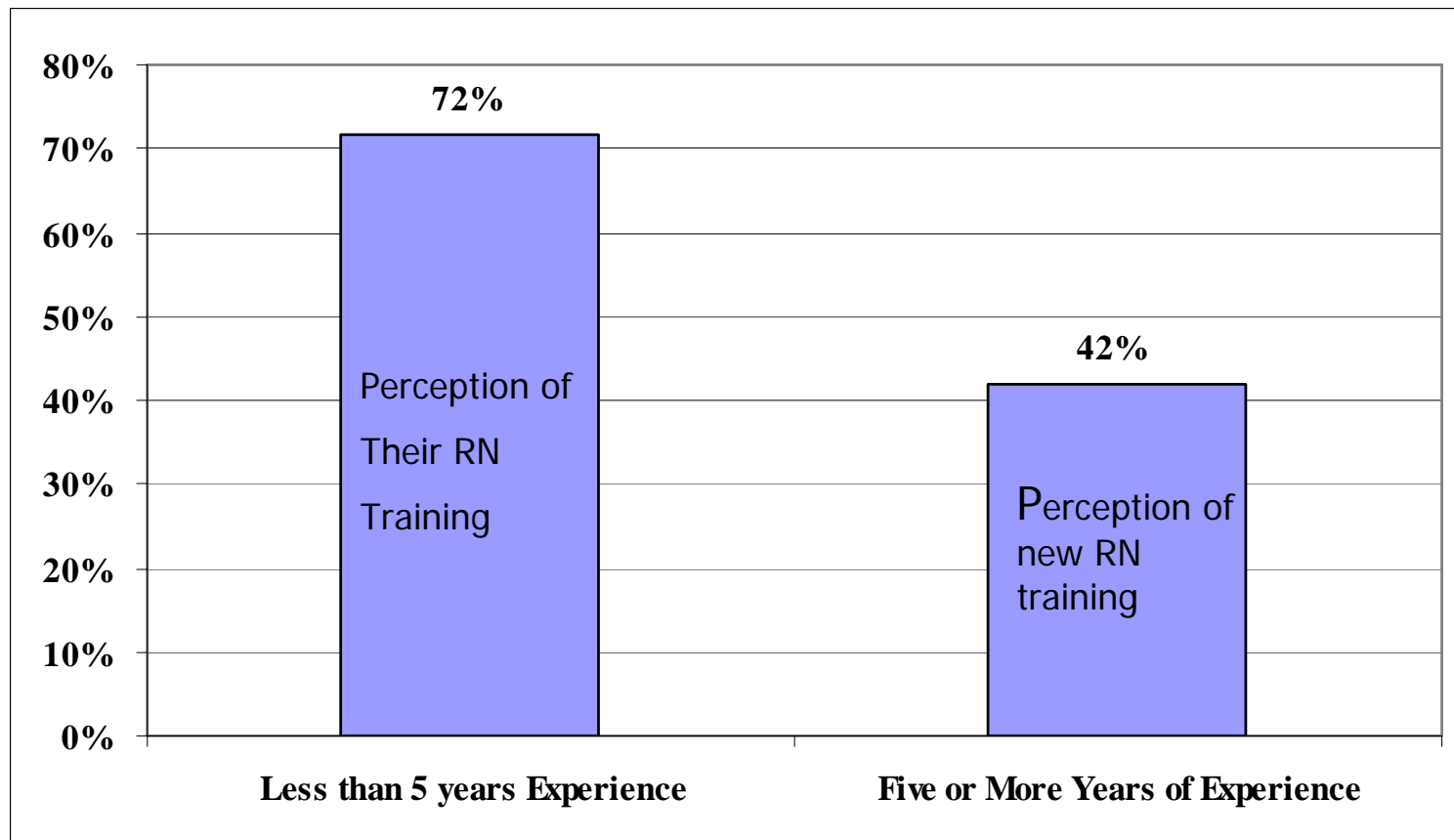
Recent RN Graduates Are More Likely to Report a BSN as an Initial Degree

Initial Nursing Degree, by Year of Completion



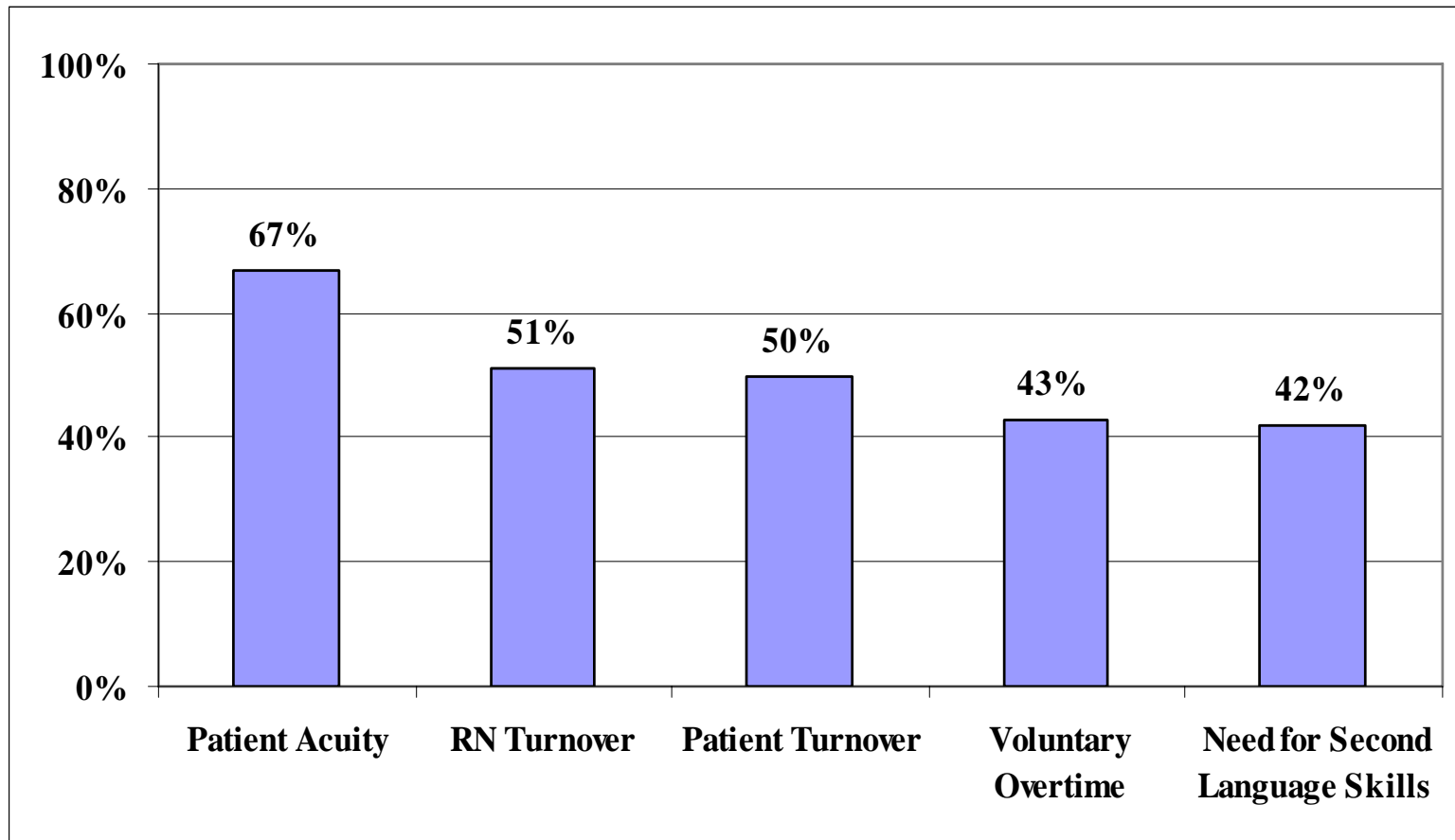
Most New RNs Believe They Are Adequately Trained for Acute Care

"Nursing ed today adequately prepares RNs to work in my hospital"



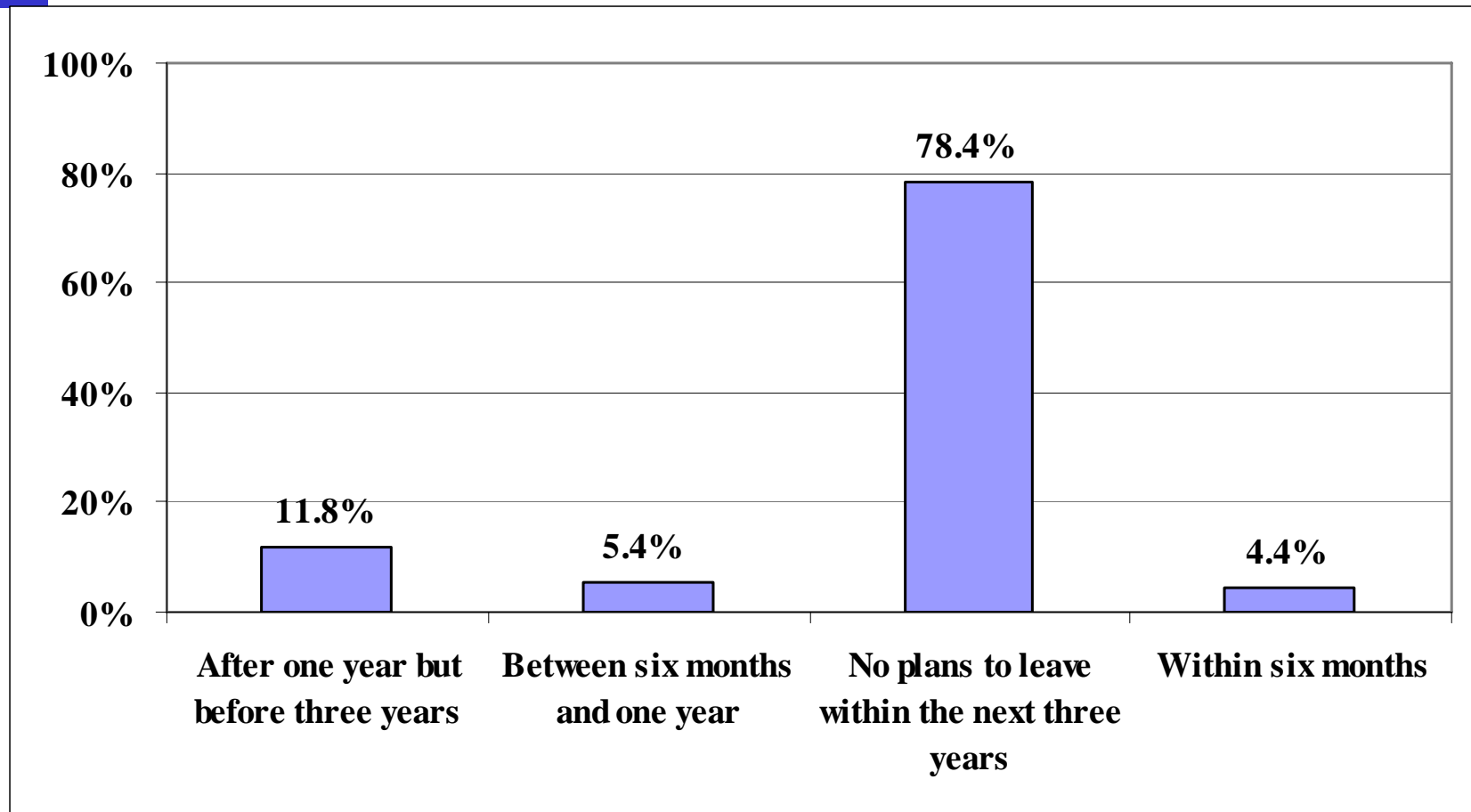
RNs Report Increasing Patient Acuity and RN Turnover in the Last Year

What's changed in the last year?



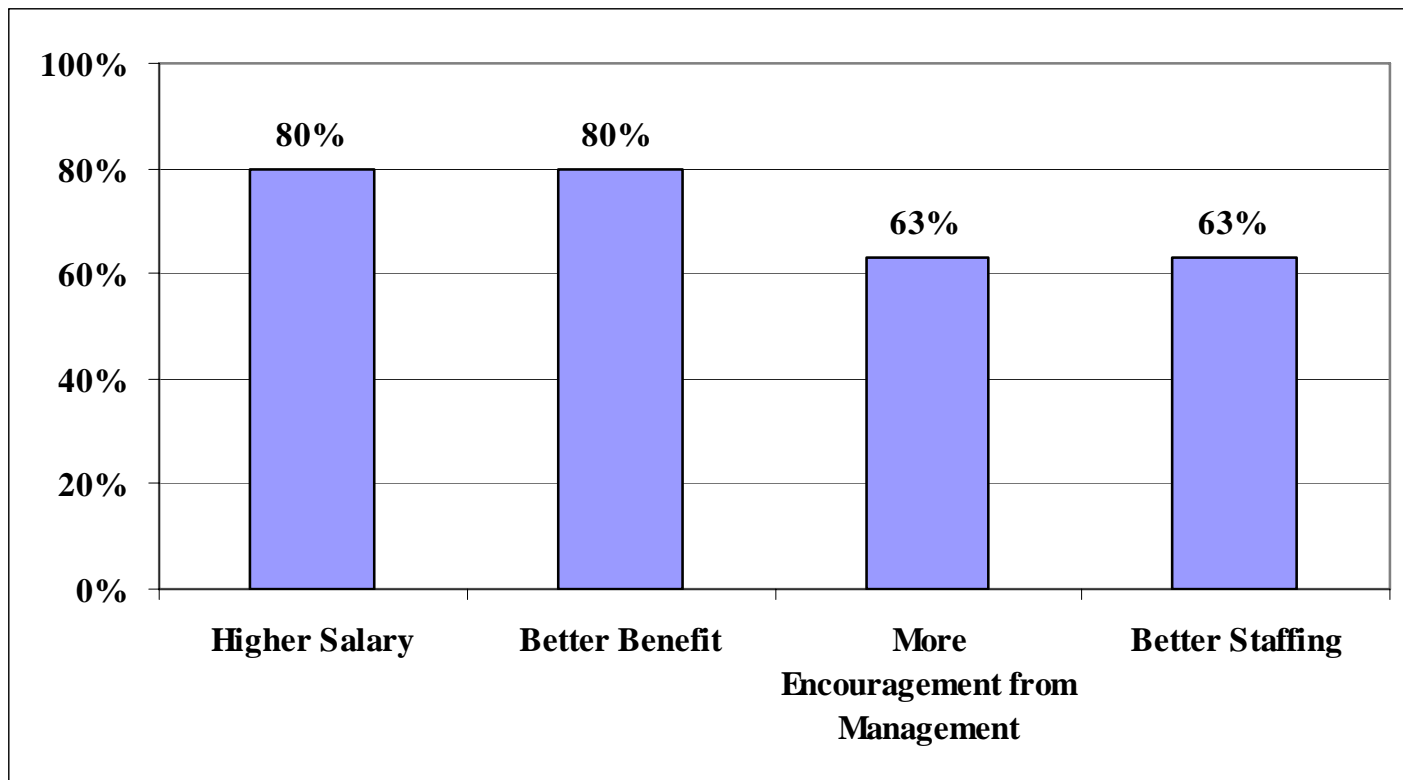
Most Hospital RNs Do Not Plan to Leave Their Jobs Within the Next Three Years

When do you expect to leave your current position?



Higher Salaries and Improved Benefits Would Keep Hospital RNs in Their Jobs Longer

Encouraged to Remain Longer for...





As We Plan for the Future...

- Increase educational capacity
- Improve retention
- Use the RN workforce more efficiently
- Obtain better data on NY's nursing workforce to inform program and policy decisions