The Future of the Registered Nursing Workforce in New York: State-Level Projections, 2015-2025

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Background

- HRSA's Health Workforce Simulation Model

- The Future of the Nursing Workforce: National- and State-Level Projections 2012-2025

- HRSA's Web-Based Nursing Model

The Future of the Nursing Workforce

- Report presents findings for the "status quo" model

- Assumes supply and demand are in equilibrium

- The national supply of both RNs and LPNs will surpass demand by 2025

  - RN and LPN supply are expected to grow by more than 950,000 FTEs and 260,000 FTEs respectively

  - RN and LPN demand is expected to grow by more than 610,000 and 200,000 respectively

- Distributional imbalances exists across states

3

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HRSA's Web-based Nursing Model

- The web-based model will allow researchers to create their own scenarios using a variety of levers

  - Entry of BSNs, ADNs, and LPNs

  - Retirement age

  - Hours per week worked

- Available to general public

- https://desam-prod.hrsa.gov/NursingModel/

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HRSA.gov | 🏠 Nursing Health Workforce Model

Select Model

Welcome to the Nursing Health Workforce Model!

Supply Model

Demand Model

Scenarios | Upload Data | Results | Export Data | About

User scenario

Name	Status Quo	**Description**	Status Quo
Hours per FTE (RN)	35.77	**Hours per FTE (LPN)**	34.99
Simulation Period (Years)	13		
Chg In Retirement Age	0	**Avg. Hours Modifier In %**	0
Add LPNs Per Year	64000	**Yearly % Change**	0
Add AD Level RNs Per Year	87700	**Yearly % Change**	0
Add BA Level RNs Per Year	62500	**Yearly % Change**	0

Run Scenario

x

Base Year:	
Retirement change (years):	
Avg. hours modifier (factor):	
Simulation Period:	
LPNs added in 1st year:	
AD level RNs added in 1st year:	
BA level RNs added in 1st year:	
Scenario Description:	

Total Projected FTE By State For 2015

show ratio per 100K population

2015 ▼ Change   Next Year

FTE ▼ Change

RNs

New York
FTE: 200370

1,940   ▼   303,910

LPNs
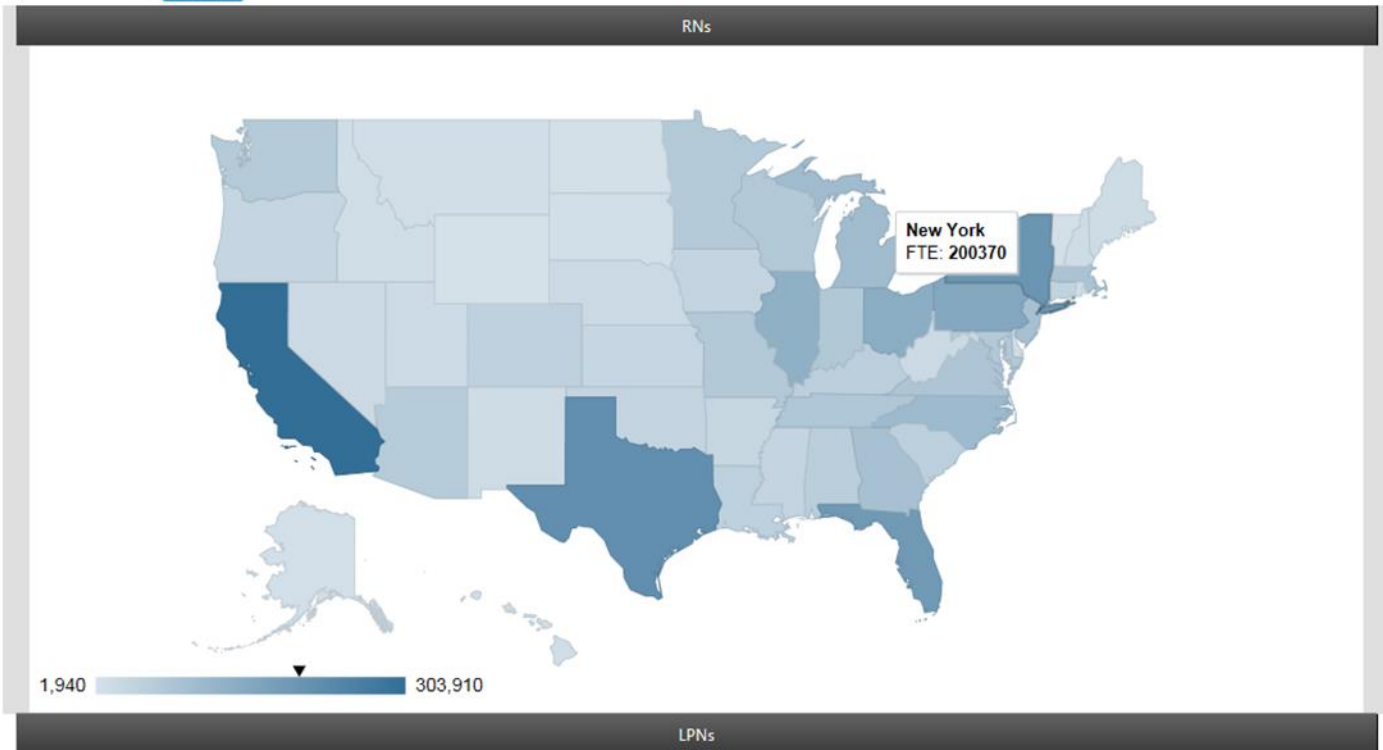
Use Your Own Data

- The web-based model also allows you to use your own data

- The present study uses RN data from the New York Licensure Re-registration Survey

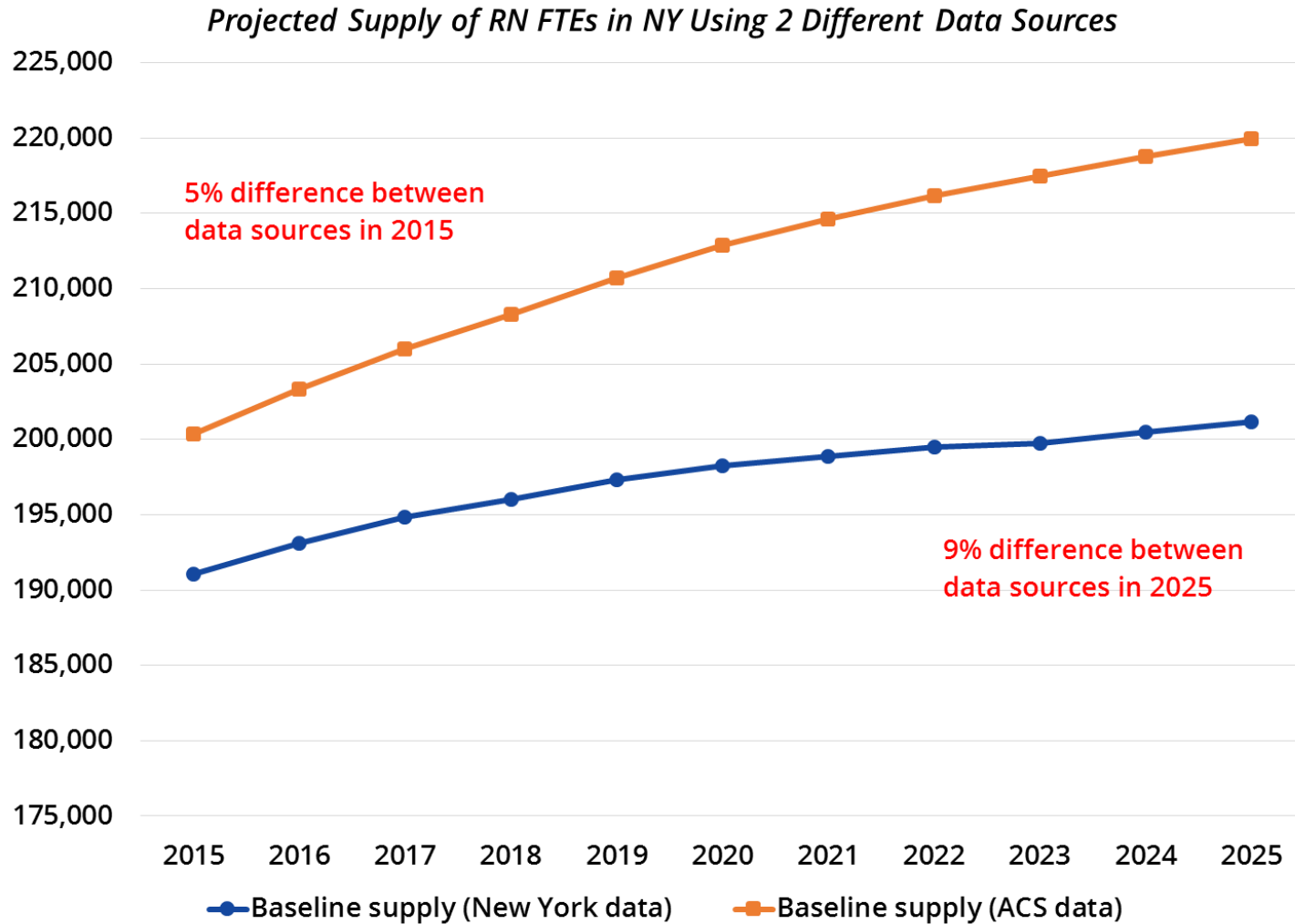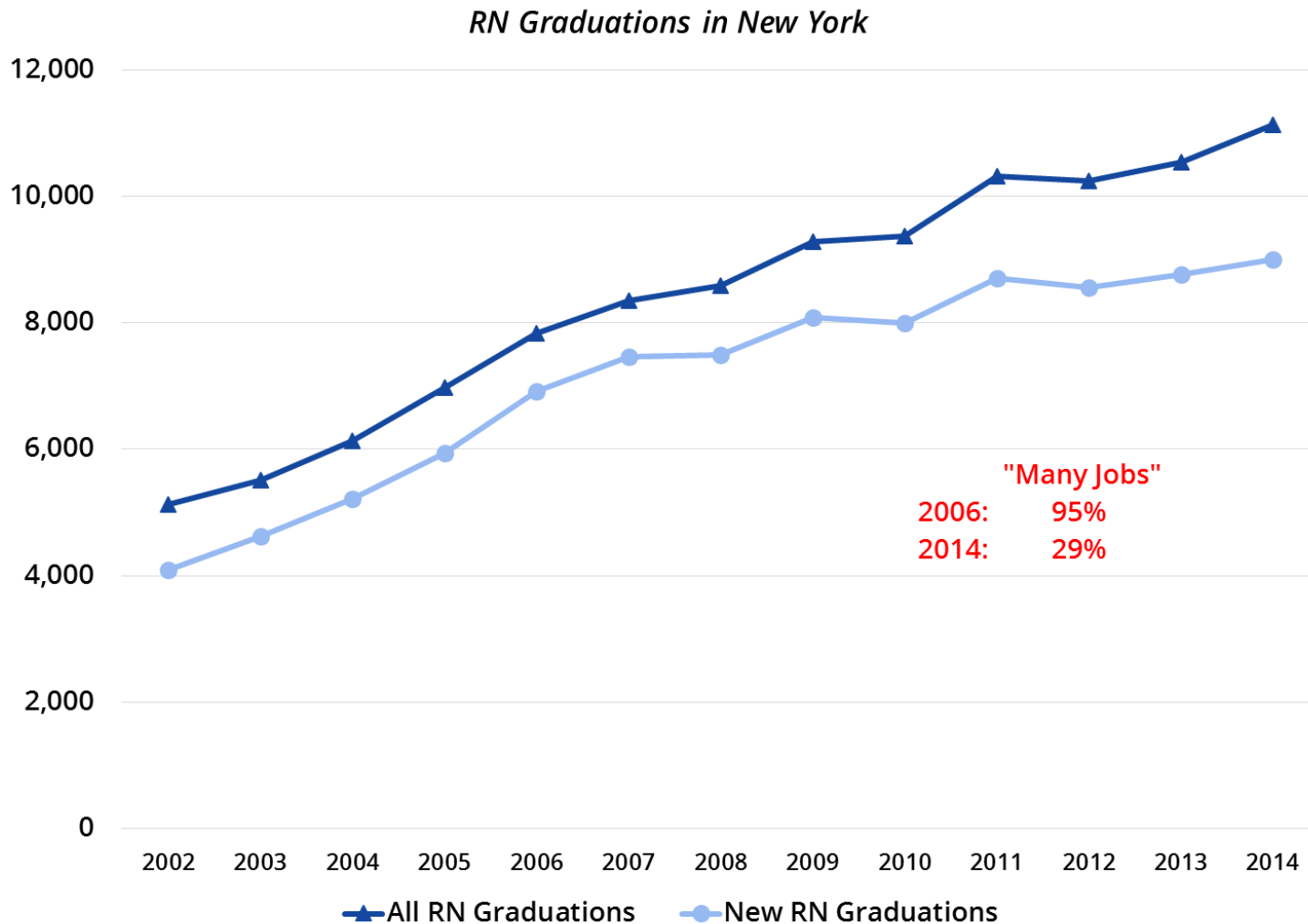| State	Age	Sex	AssociateDegree	BachelorDegree	MasterDegree	LPN	RN
New York	56	F	0	1	0		1
New York	41	M	1	0	0		1
New York	43	F	0	1	0		1

Overview of New York Study

- Compare the "status quo" model using the prepopulated data to the "status quo" model using NY RN data
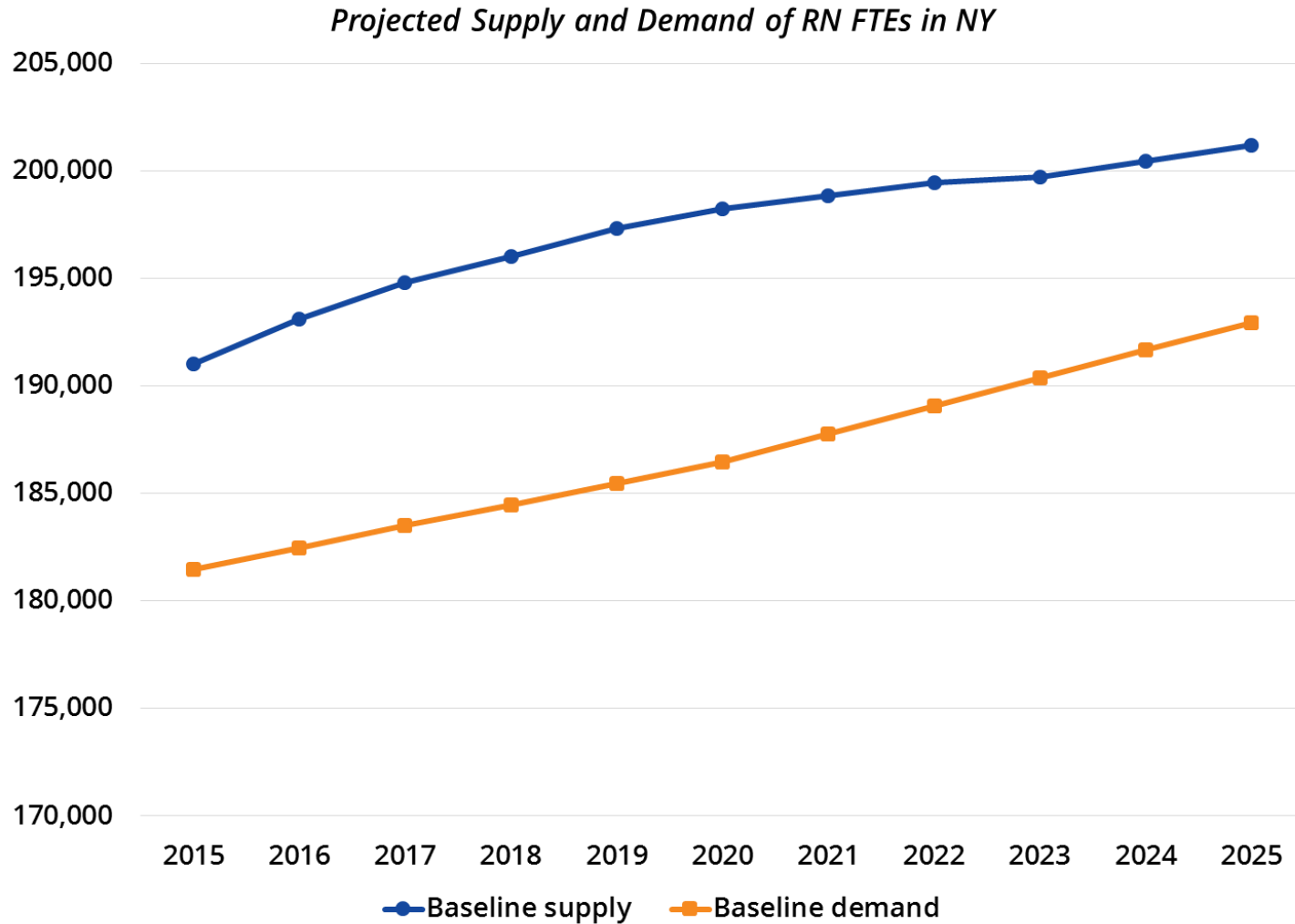
- Demand for RNs in New York

- 2 Scenarios

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The Status Quo Model Suggests Slower Growth When Using the NY RN Data

Projected Supply of RN FTEs in NY Using 2 Different Data Sources

5% difference between data sources in 2015

9% difference between data sources in 2025

Baseline supply (New York data) ━━ Baseline supply (ACS data)

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There Were Fewer Jobs for New Graduates in 2014 Compared to 2006 in New York

RN Graduations in New York

"Many Jobs"
2006:   95%
2014:   29%

Legend: All RN Graduations, New RN Graduations

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The Supply of RNs Exceeds Demand in New York

Projected Supply and Demand of RN FTEs in NY

2 Scenarios

- Increase and Decrease entrants by 10% annually

- Early and Delayed Retirement (2 years)

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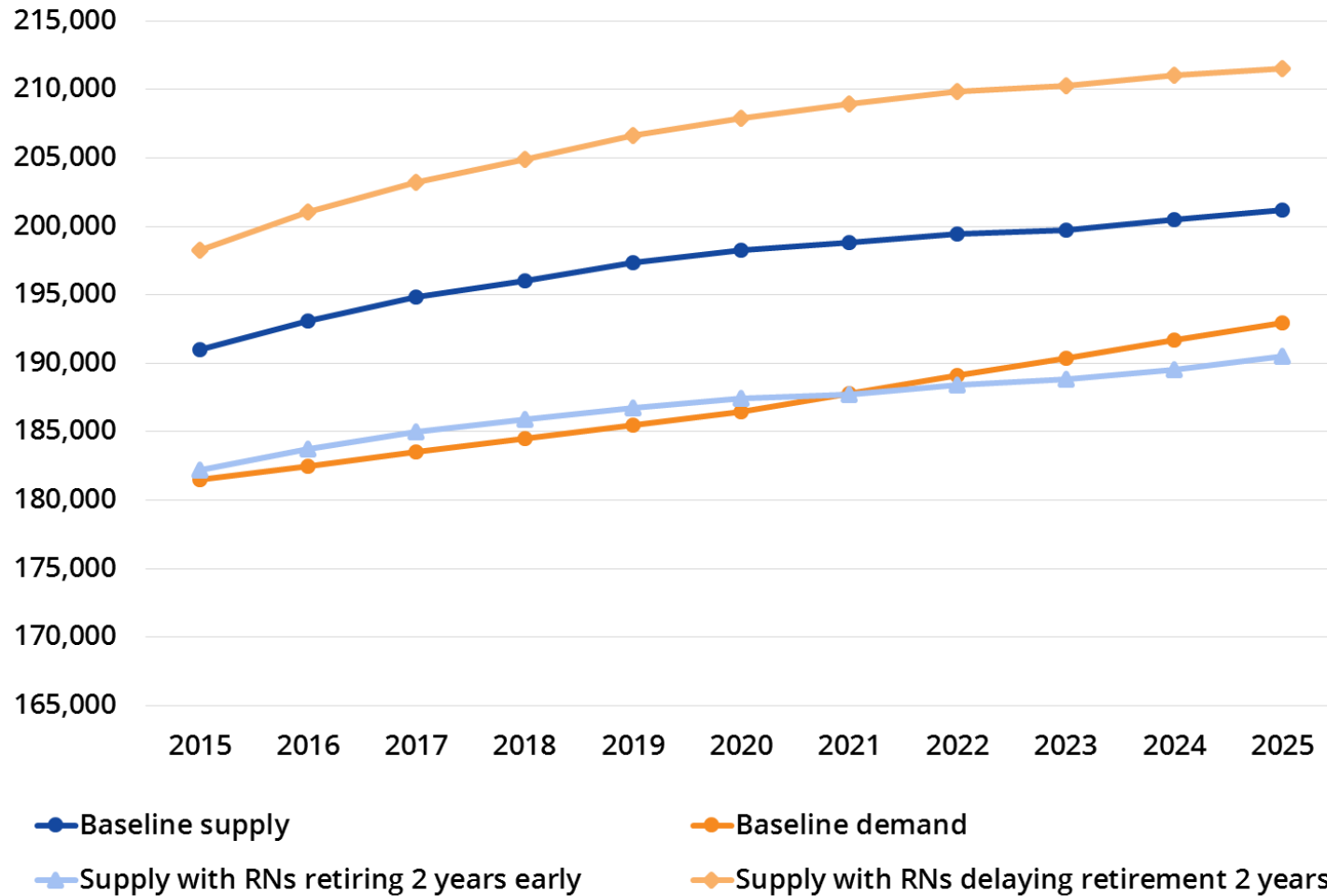Center *for* Health Workforce Studies

Graduation Scenarios

Low and High Graduation Scenarios

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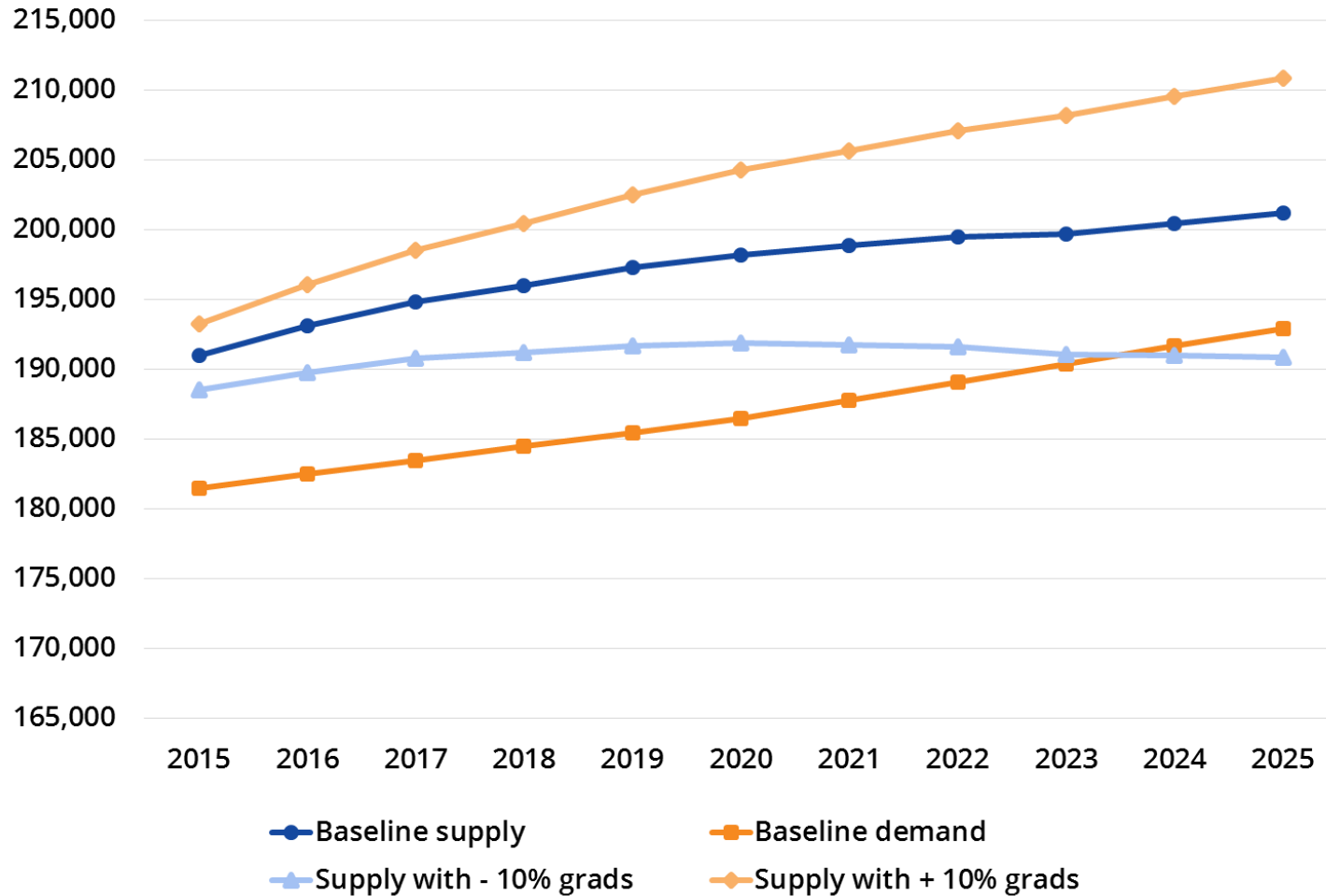
Retirement Scenarios

Early and Delayed Retirement Scenarios

Legend:
- Baseline supply
- Baseline demand
- Supply with RNs retiring 2 years early
- Supply with RNs delaying retirement 2 years

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Conclusion

- HRSA's new web-based nursing model is a powerful new tool that allows researchers and policy makers to model change

- Your data can make a difference

- The projections are sensitive to change

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