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

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ABOUT US

Established in 1996, the Center for Health Workforce Studies (CHWS) is an academic 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.

In 2013, CHWS established the Health Workforce Technical Assistance Center (HWTAC), funded through a cooperative agreement with the National Center for Health Workforce Analysis (NCHWA), Health Resources and Services Administration (HRSA) of the U.S. Department of Health and Human Services (USDHHS). HWTAC provides technical assistance to states and organizations that engage in health workforce planning. HWTAC efforts are designed to provide expert assistance with health workforce data collection, analysis, and dissemination.

In 2014, CHWS established an Oral Health Workforce Research Center (OHWRC) through a cooperative agreement with NCHWA, HRSA of USDHHS. The mission of OHWRC is to conduct policy-relevant research on the impact of the oral health workforce on oral health outcomes. The research conducted by OHWRC informs workforce strategies to increase access to oral health services for vulnerable populations.

CONTACT

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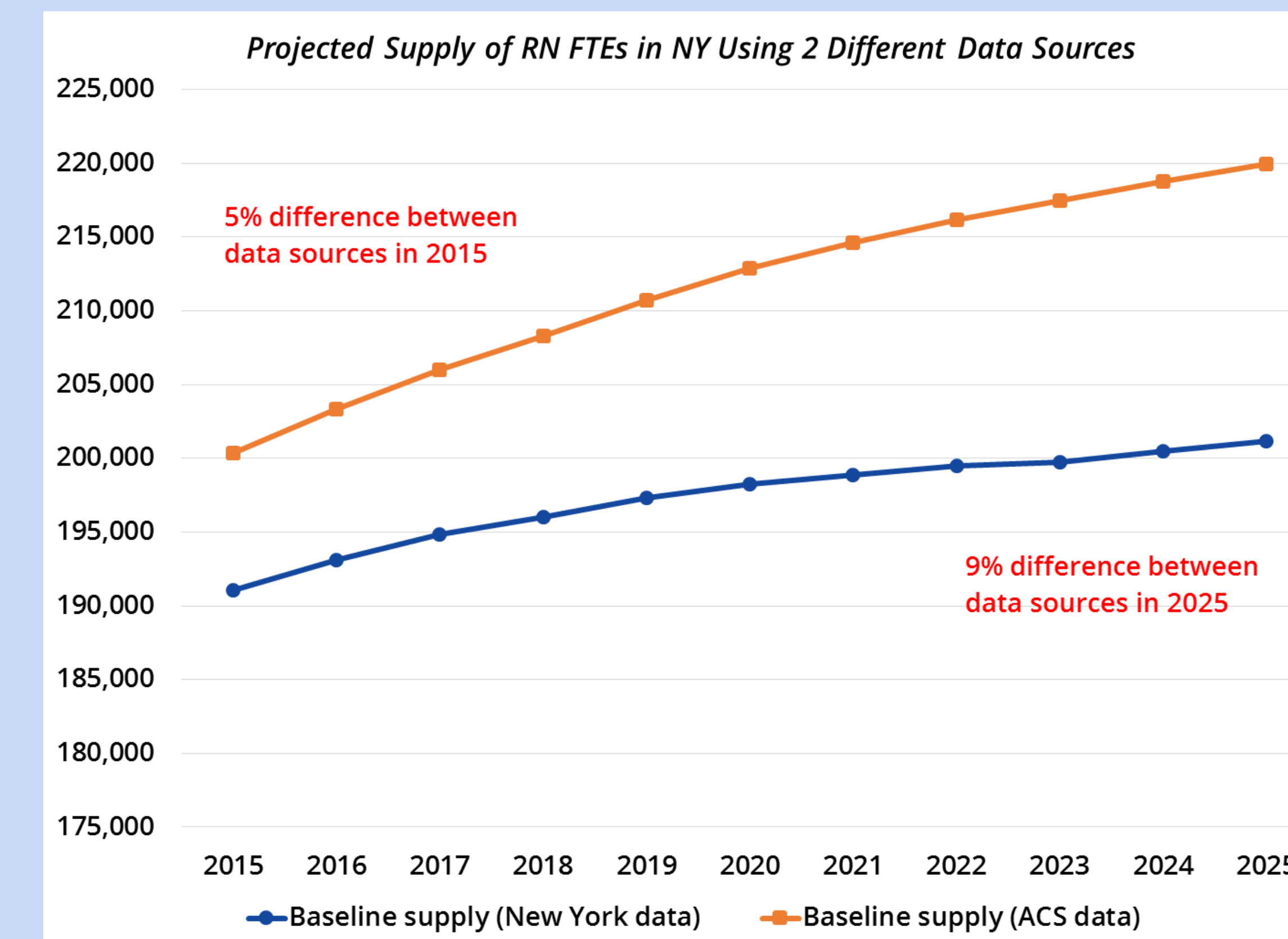info@chwsny.org
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KEY FINDINGS

- Currently there is a relative balance between the supply of and demand for registered nurses (RNs) in New York State, with the supply of RNs being slightly greater than the demand.

- Demand for RNs in New York is expected to grow between 2015 and 2025, especially in long-term care settings.

- If current training and retirement patterns remain the same, the supply of RNs is expected to grow and continue to meet projected demand; however, changes in the estimated number of RN graduates or retirements could lead to future RN supply-and-demand imbalances.

BACKGROUND

- An adequate supply of registered nurses (RNs) is an essential component of an effective health care system. The present study explores the future supply of and demand for RNs in New York using the Health Resources and Services Administration's (HRSA) new web-based nursing supply and demand model which is available to the general public.

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

- HRSA's web-based nursing supply and demand model uses a new methodology that relies on a microsimulation approach to forecast workforce adequacy.

  o These new models represent a significant advancement over previous models which used traditional economic forecasting methods.

- This study examines the future supply of and demand for RN FTEs (full-time equivalents) in New York using the same projection model used by HRSA, but with more finely grained data.

  o While the HRSA study used national data (ACS) to estimate the supply of RNs in New York, this study uses data from New York's RN Licensure Re-registration Survey.

  o This study also models supply scenarios that take into account different graduation and retirement rates.

RESULTS

- The New York supply data suggest that the supply of RN FTEs is growing at a slower rate than the ACS 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)

- Currently there is a relative balance between the nursing supply and demand in New York State, with the supply of RNs being slightly greater than the demand.

Projected Supply and Demand of RN FTEs in NY
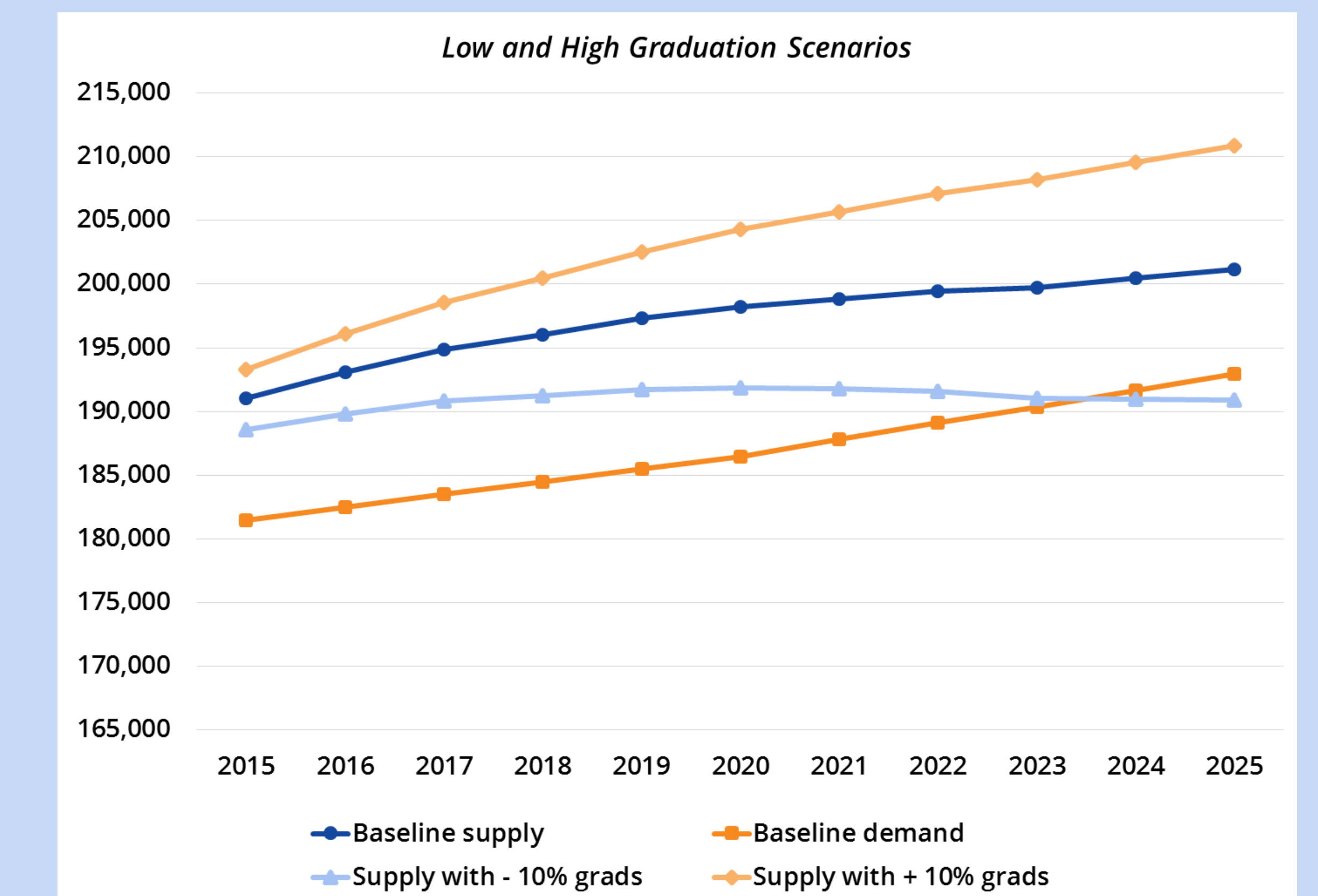
- Baseline supply - Baseline demand
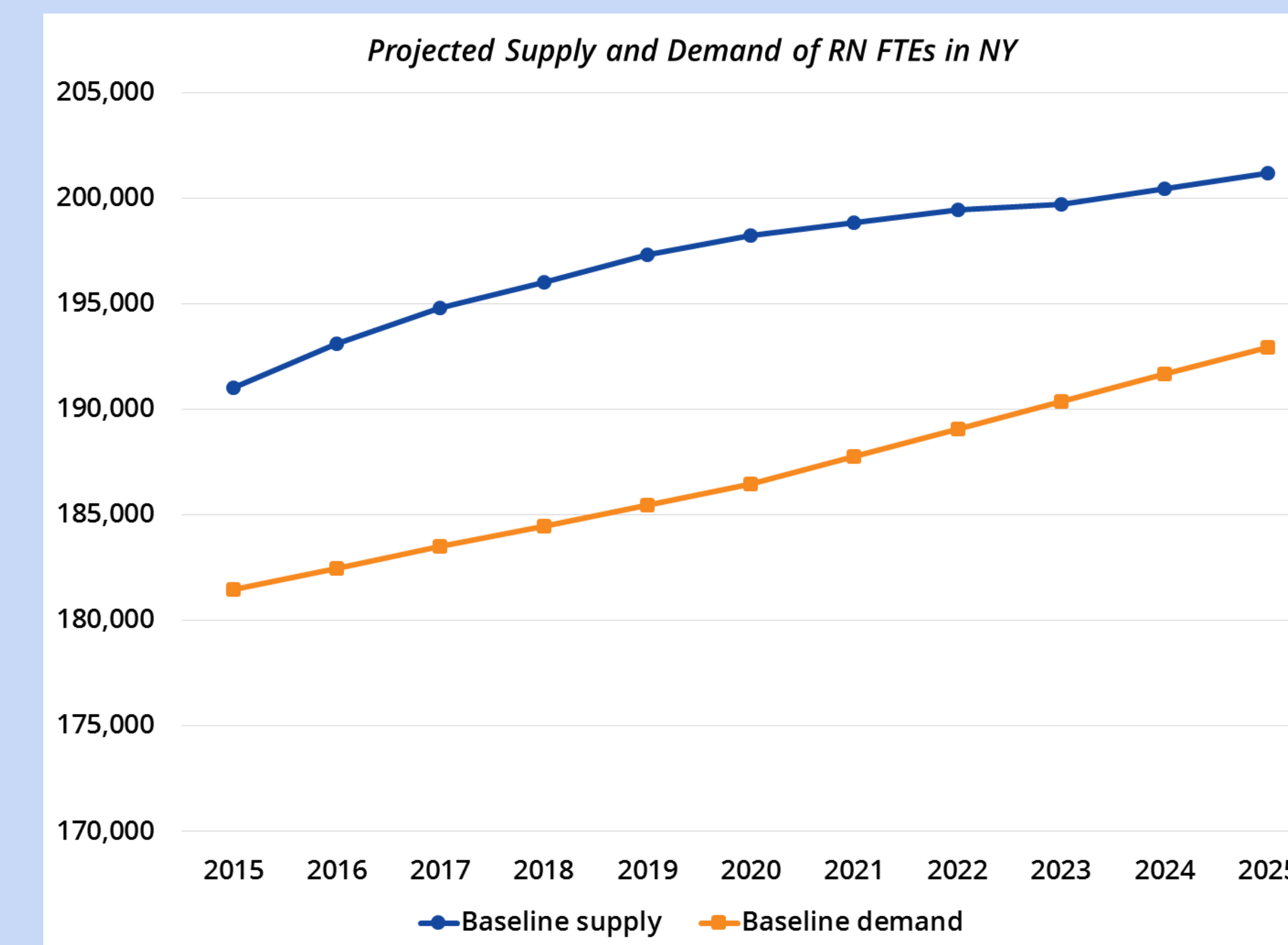
- Overall, the demand for RN FTEs is expected to increase by 6% between 2015 and 2025. The largest increase in demand for RN FTEs will take place in nursing homes and residential care facilities.
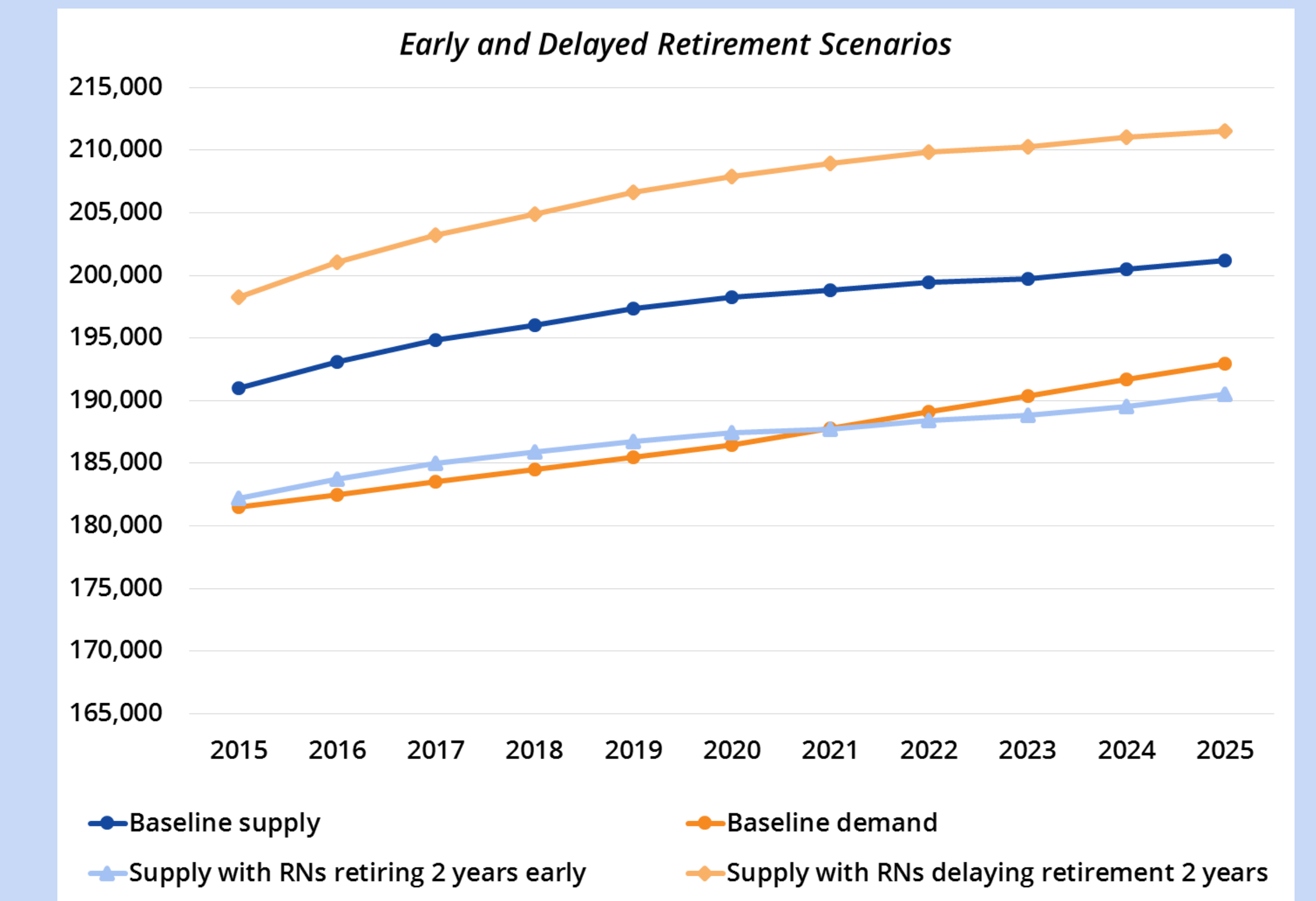
Setting	2015	2025	% Change
Hospitals			
Inpatient	104,142	111,265	7%
Outpatient	5,327	5,567	5%
Emergency	10,703	10,958	2%
Provider office	13,525	14,244	5%
Nursing home	9,247	11,025	19%
Residential care	2,972	3,543	19%
Home health	12,253	12,650	3%
School health	3,704	3,836	4%
Nurse education	5,450	5,468	0%
All other	14,168	14,397	2%
Total	181,490	192,952	6%

RESULTS (cont.)

- A 10% increase or decrease in the number of newly trained RNs would greatly affect the supply of RN FTEs.

Low and High Graduation Scenarios

- Baseline supply - Baseline demand
- Supply with - 10% grads - Supply with + 10% grads

- If RNs delayed their retirement by 2 years there would be a projected surplus of more than 18,500 RN FTEs by 2025.

Early and Delayed Retirement Scenarios

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

CONCLUSION

This study provides important insights into the supply of and demand for RNs in New York and some of these insights are applicable to other states. While the findings suggest that the supply of RNs is in a relative balance with the demand for RNs over the next 10 years, clearly a number of different factors, influencing either supply, demand, or both, could change that. It may be important to update these forecasts regularly, particularly as delivery system transformation begins to accelerate. Further, access to more current state-level data on RN supply could improve the precision of future forecasts.