Trends in New York Registered Nurse Graduations, 2005-2016

CHWS
Center *for* Health Workforce Studies

Celebrating 20 Years of Research ★ 1996-2016

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

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September 2016

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PREFACE

This report presents the results of the 2015-2016 survey of deans and directors of registered nurse (RN) education programs in New York, 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 goal of this analysis 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 thirteenth annual survey of RN education programs in New York, and it was conducted between September 2015 and the spring of 2016.

This report was prepared by CHWS staff, Rochel Rubin and Robert Martiniano, with editorial review by Rachel Carter and layout design by Leanne Keough.

Established in 1996, 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. Today, CHWS is a national leader in the field of health workforce studies, and the only HRSA-sponsored center with a unique focus 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 School of Public Health, University at Albany, SUNY.

September 2016

ACKNOWLEDGMENTS

Special appreciation is extended to all the deans and directors who responded to the survey in support of a comprehensive report.

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Background

Registered nurses (RNs) educated in New York represent the single largest source of RNs practicing in the state, and monitoring the production of RNs contributes to a broader understanding of the supply of and demand for RNs. Changes in the health care system may be creating new opportunities for RNs, as well as shifting demand for RNs from inpatient to outpatient settings. Finally, emerging titles, such as care coordinator and patient navigator, which focus more on patient education and case management and less on bedside nursing, are also creating more opportunities for RNs to deliver care outside of traditional health care settings.

Key Findings

- **The number of RN graduates in 2015 grew by more than 4% over the number of graduates in 2014.**

In 2015, there were 11,578 graduates from RN education programs in New York, an increase of more than 400 graduates (4%) from 2014. Between 2014 and 2015, the number of ADN graduates declined by over 2%, while the number of BSN graduates increased by over 9% (nearly 550) during the same period.

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

BSN completers comprised 30% of the overall growth in RN graduates between 2014 and 2015, and 25% of the growth in BSN graduates are BSN completers. Since 2007, there has been a steady increase in the number BSN completer graduates, and as a result, BSN completers account for an increasing percentage of BSN graduates and total RN graduates. In 2015, BSN completers accounted for 38% of total BSN graduates and 21% of total RN graduates.

- **In 2015, a higher percentage of deans and directors reported "many jobs" for newly trained RNs, compared with 2014. This was especially true for RNs who attained a bachelor's of science in nursing (BSN).**

In 2015, a much higher percentage of deans and directors reported "many jobs" in nursing for newly trained RNs compared to previous years. In 2015, 56% of deans and directors reported "many jobs" for newly trained RNs, nearly double the percentage from 2014 (29%). The job market was much better for newly trained RNs holding a BSN than for those with an associate's degree in nursing (ADN).

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* BSN completers are those RNs who hold either an RN diploma or an associate degree in nursing who complete a BSN.

- **Total RN graduations are projected to increase slightly between 2015 and 2016, and are attributed to the increase in BSN graduates, particularly BSN completers.**

Between 2015 and 2016, the number of RN graduates in New York is expected to slightly increase by 0.4%. The number of ADN graduates is projected to decrease by 5% in 2016, while the number of BSN graduates is expected to increase by nearly 3%, which includes a 6% growth in BSN completers.

- **Graduations from privately-sponsored RN education programs are increasing faster than graduations from publicly-sponsored programs (State University of New York and the City University of New York). Beginning in 2015, privately-sponsored RN education programs produced more RNs than publicly-sponsored RN education programs.**

Between 2005 and 2015, RN graduations from privately-sponsored RN education programs, including those based in hospitals, more than doubled—increasing by 117%. During the same period, RN graduations from CUNY- and SUNY-sponsored RN education programs increased by 56% and 26%, respectively. In 2015, nearly 52% of all RN graduates in the state attended privately-sponsored RN education programs, 36% attended SUNY-sponsored RN education programs, and 12% attended CUNY-sponsored RN programs.

- **Applications and acceptances to RN education programs remained steady between 2014 and 2015. The most significant reason for turning away qualified applicants was a program limitation on the number of student admissions.**

The majority of deans and directors reported the same number of applications and acceptances to their respective programs between 2014 and 2015. Sixty percent of ADN and 47% of BSN deans and directors reported that applications remained the same between 2014 and 2015, while 21% of ADN and 41% of BSN deans and directors reported increases in applications to their programs during the same time period. Seventy-five percent of deans and directors reported the same number of acceptances to their programs in 2015 compared to 2014, including 79% of ADN and 70% of BSN programs. The most significant reasons for turning away qualified applications were program limits on the number of student admissions and a lack of clinical training sites.

Discussion

Applications for RN education programs have remained steady for the past several years, and most deans and directors indicated that their programs have filled to their respective capacities. The number of graduates from New York RN education programs has grown steadily over the past 10 years, but the production of new RNs is slowing in ADN programs, while increasing in BSN programs—especially BSN completer programs. Additionally, the job market for newly trained RNs appears to be more competitive

in 2015 than in 2014, though that varies significantly by DOL region. Ultimately, regional differences make it difficult to understand RN supply and demand at a local level. Given the importance of RNs in health care delivery, and their changing roles in newer models of care, it is essential 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-and-demand gaps and advance the understanding of the state's health workforce.

Technical Report

BACKGROUND

Registered nurses (RNs) educated in New York represent the single largest source of RNs practicing in the state, and confirmation on the production of RNs ultimately contributes to a broader understanding of the supply of and demand for RNs. RNs practice in a wide array of health care and non-health care settings, and for many patients, are the main point of contact in the health system. Changes in health care delivery that focus more on primary care, preventive care, and care coordination across provider settings and between health care and social services, may be creating new opportunities for RNs, as well as shifting demand for RNs from inpatient to outpatient settings. Emerging titles, such as care coordinator and patient navigator, which focus more on patient education and case management and less on bedside nursing, are creating more opportunities for RNs to deliver care outside of traditional health care settings.

METHODS

Each year, CHWS surveys deans and directors of nursing education programs in New York to better understand trends in the production of RNs. For this research, only deans and directors of RN programs that lead to licensure at the diploma, associate, and baccalaureate levels, or registered post-licensure baccalaureate programs, were surveyed.* Of the 121 programs identified for this survey, a total of 112 deans and directors responded, for a 93% response rate. Data for the 9 non-respondents were taken 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 between the fall of 2015 and the spring of 2016, and included questions about applications, acceptances, and graduations for the class of 2015, as well as projected graduations for the class of 2016. 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.

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

FINDINGS

Trends in RN Graduations

In 2015, there were 11,578 graduates from RN education programs in New York, an increase of more than 400, or nearly 4%, compared with 2014 (Figure 1 and Table 1). Between 2014 and 2015, the number of ADN graduates declined slightly, while the number of BSN graduates increased by more than 550 (9%) during the same period.

Since the low point in RN graduations in 2002, total RN graduations in New York have more than doubled. Between 2002 and 2015, the number of BSN graduates increased by 187%, including a 138% increase in BSN completers. The number of ADN graduates also rose by 77% during the same period. The number of RN graduations in New York in 2016 is expected to grow by 49, or 0.4%, compared with 2015. ADN graduations are projected to decrease between 2015 and 2016, while increases are projected for BSN graduates and for BSN completers.

Figure 1. New York RN Graduations, by Degree Type, 1996-2016
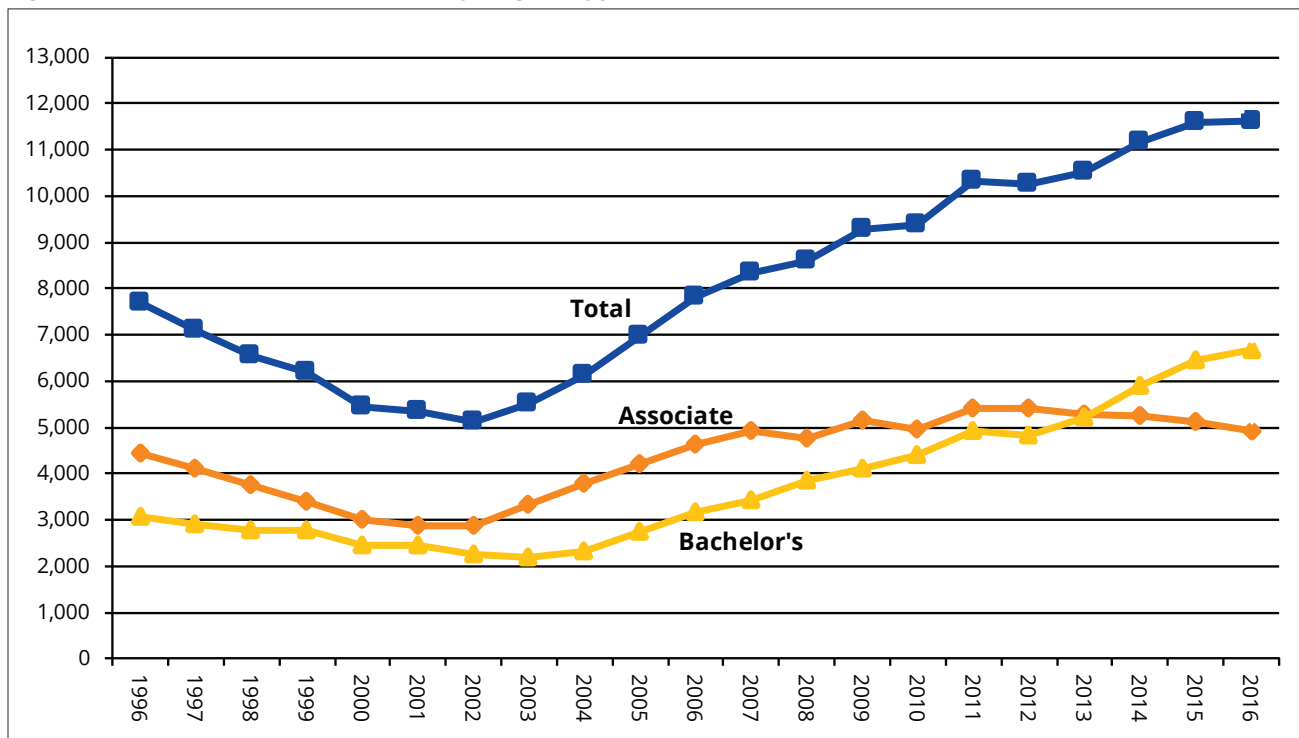
Table 1. New York RN Education Program Graduations, by Degree Type, 1996-2016

School Year	ADN	BSN			Diploma	Totals
		Total	4-Year	Completer		
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	9,291
2010	4,966	4,391	3,023	1,368	14	9,371
2011	5,398	4,913	3,299	1,614	9	10,320
2012	5,397	4,830	3,151	1,679	16	10,243
2013	5,284	5,228	3,399	1,829	10	10,522
2014	5,251	5,910	3,572	2,338	12	11,173
2015	5,106	6,462	3,986	2,476	10	11,578
Projected 2016	4,920	6,684	4,070	2,614	17	11,621

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 share of BSN graduates and total RN graduates. In 2015, BSN completers accounted for 38% of all BSN graduates and 21% of all RN graduates, up from 26% and 11%, respectively, in 2007 (Figure 2). In 2016, it is projected that BSN completers will account for 39% of BSN graduates and 22% of all RN graduates. If RN production is assessed for newly licensed RNs only (ADNs, RN Diploma, and 4-year BSN), excluding BSN completers, RN production is projected to decline slightly between 2015 and 2016, from 9,102 to 9,007.

Figure 2. Graduations from BSN 4-Year and BSN Completer Programs, 2005-2016
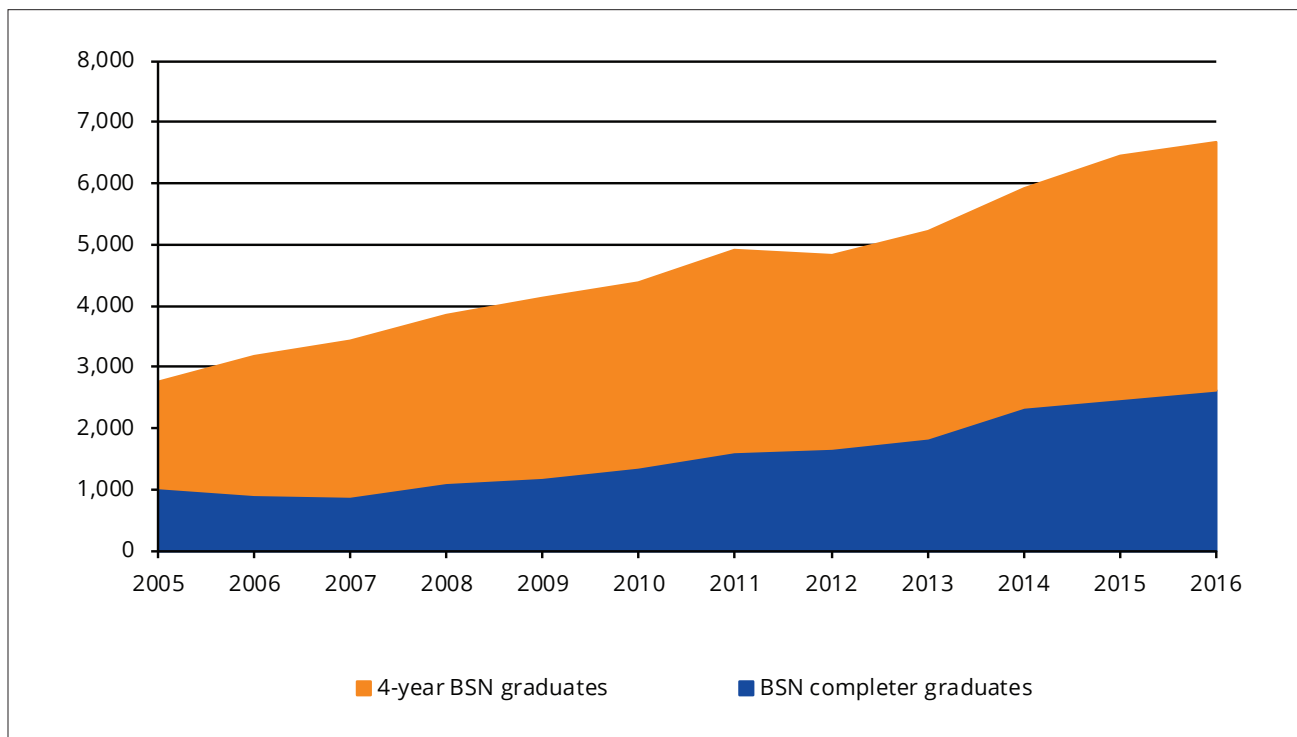
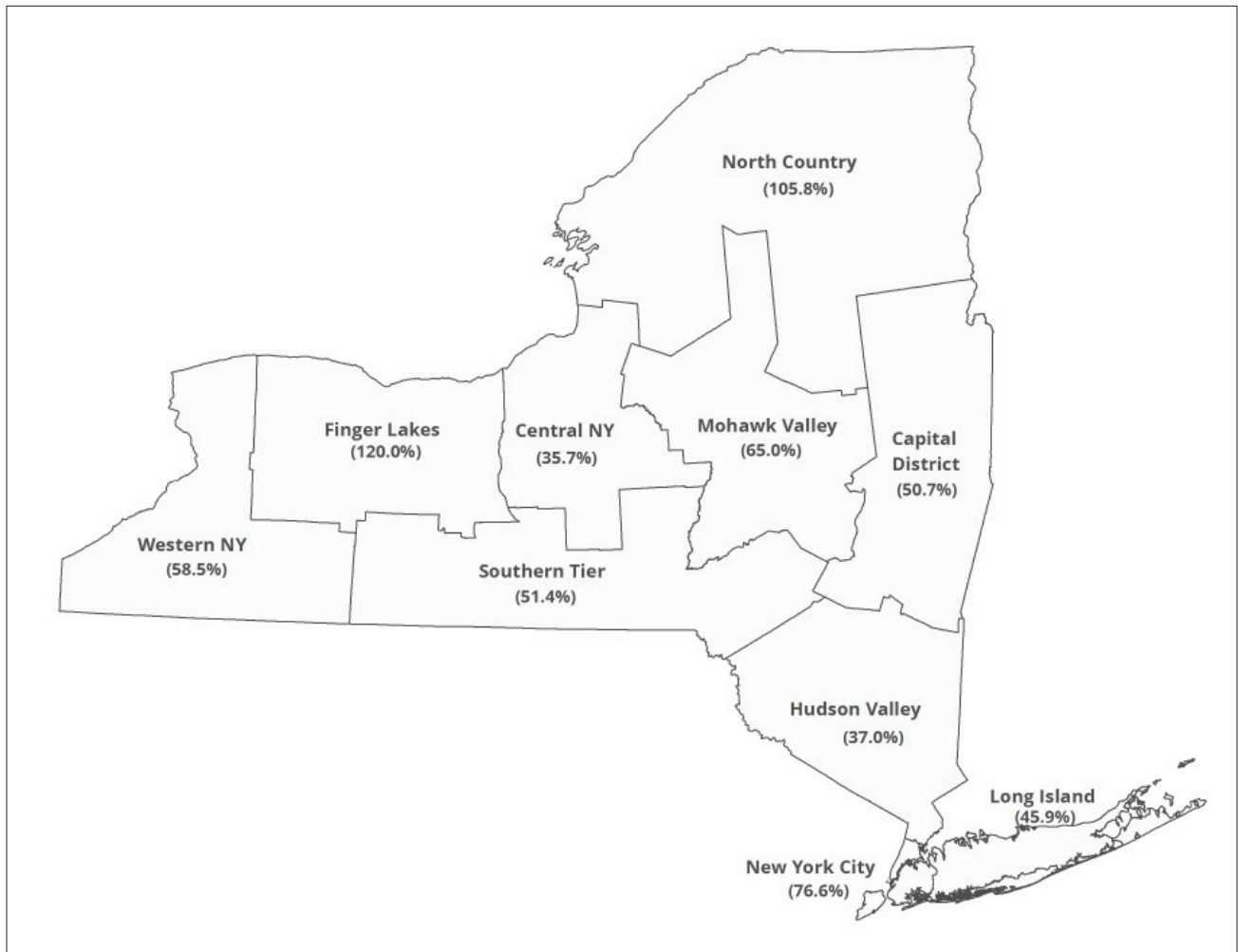## Trends in RN Graduations by Region

Total Graduations

Between 2005 and 2015, all regions in New York have experienced increases in the number of RN graduations, ranging from 130% in the Finger Lakes to 24.0% in the Hudson Valley. Graduations have more than doubled in the Mohawk Valley region (106%) (Table 2). Between 2005 and 2016, all regions are projected to have increases in RN graduations (Figure 3).

Table 2. Total Number of RN Graduations, by Region, 2005-2016

Region	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Capital District	414	458	456	449	458	497	549	527	524	611	636	624
Central New York	412	398	388	387	367	455	463	476	461	513	514	559
Finger Lakes	575	657	698	790	878	922	1,115	1,047	1,104	1,244	1,324	1,265
Hudson Valley	908	1,045	1,005	1,081	1,169	1,175	1,208	1,069	1,166	1,186	1,126	1,244
Long Island	1,074	1,302	1,606	1,467	1,546	1,447	1,539	1,431	1,559	1,508	1,559	1,567
Mohawk Valley	266	305	284	332	329	332	394	471	462	419	549	439
New York City	2,023	2,274	2,461	2,641	2,799	2,840	3,116	3,354	3,345	3,501	3,533	3,573
North Country	171	227	208	178	205	194	297	280	289	332	328	352
Southern Tier	407	462	490	469	501	506	560	494	542	542	608	616
Western New York	646	644	679	713	919	879	943	972	899	1,046	1,059	1,024

Figure 3. Projected Percentage Increase in RN Graduations, by Region, 2005-2016

Trends in RN Graduation by Degree Type

Between 2005 and 2015, 7 of the 10 regions in New York saw increases in ADN graduations, predominantly in the Finger Lakes (51%), North Country (46%), and Central New York (39%) (Table 3). The Hudson Valley (-26%), Long Island (-21%), and Mohawk Valley (-5%) regions experienced declines in ADN graduations over that same time period.

Between 2015 and 2016 increases in ADN graduations are projected for the Central New York (4%) region. All other areas are expected to experience a decline or no change in ADN graduations over that time period, most notably in the Hudson Valley (-11%) and Finger Lakes (-10%) regions.

Between 2015 and 2016, 7 of the 10 regions, including the Central New York (33%), Hudson Valley (25%), North Country (20%), and Capital District (19%) areas, are projected to have increases in BSN graduations. In contrast, the Mohawk Valley (29%), Finger Lakes (1.9%), and Western New York regions (4%) are projected to see a decrease in BSN graduations during the same time period.

Table 3. Total Number of RN Graduations, by Region and by Degree Type, 2005-2016

Region	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	1531	1268	1439	1401	1606	1510
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

Region	2012		2013		2014		2015		2016		Change 2005 - 2015		Change 2015 - 2016	
	Associate	Bachelor's	Associate	Bachelor's	Associate	Bachelor's	Associate	Bachelor's	Associate	Bachelor's	Associate	Bachelor's	Associate	Bachelor's
Capital District	461	66	453	71	508	103	542	94	512	112	36.2%	194.7%	-5.5%	19.1%
Central NY	397	79	372	89	407	106	436	78	455	104	39.1%	22.4%	4.4%	33.3%
Finger Lakes	358	689	390	714	385	859	413	911	371	894	51.4%	170.9%	-10.2%	-1.9%
Hudson Valley	520	549	535	631	514	672	458	668	406	838	-25.8%	132.1%	-11.4%	25.4%
Long Island	584	847	580	979	463	1045	446	1113	419	1148	-24.5%	121.2%	-6.1%	3.1%
Mohawk Valley	253	218	269	193	192	227	179	370	175	264	-5.4%	225.9%	-2.2%	-28.6%
New York City	1,763	1,591	1714	1631	1797	1704	1578	1955	1545	2028	35.5%	129.7%	-2.1%	3.7%
North Country	220	60	214	75	225	107	207	121	207	145	45.8%	400.0%	0.0%	19.8%
Southern Tier	212	266	231	301	225	305	247	351	242	357	7.1%	113.8%	-2.0%	1.7%
Western NY	555	417	466	433	467	579	535	524	521	503	22.9%	126.6%	-2.6%	-4.0%

Trends in Nursing Graduations by Program Sponsorship

Between 2005 and 2015, RN graduations from privately-sponsored RN education programs, including those based in hospitals, more than doubled, increasing by 117% (Figure 4). During the same period, RN graduations from CUNY- and SUNY-sponsored RN education programs increased by 56% and 26%, respectively. In 2015, nearly 52% of all RN graduates in the state attended privately-sponsored RN education programs, 36% attended SUNY-sponsored RN education programs, and 12% attended CUNY-sponsored RN education programs.

RN graduations from privately-sponsored RN education programs are projected to increase by just over 1% between 2015 and 2016, while graduations from CUNY-sponsored RN programs are expected to decrease by more than 4%, and SUNY-sponsored RN programs are expected to experience no change. Beginning in 2015, privately-sponsored RN education programs graduated more RNs than publicly-sponsored RN education programs, and that trend is expected to continue in 2016 (Figure 5).

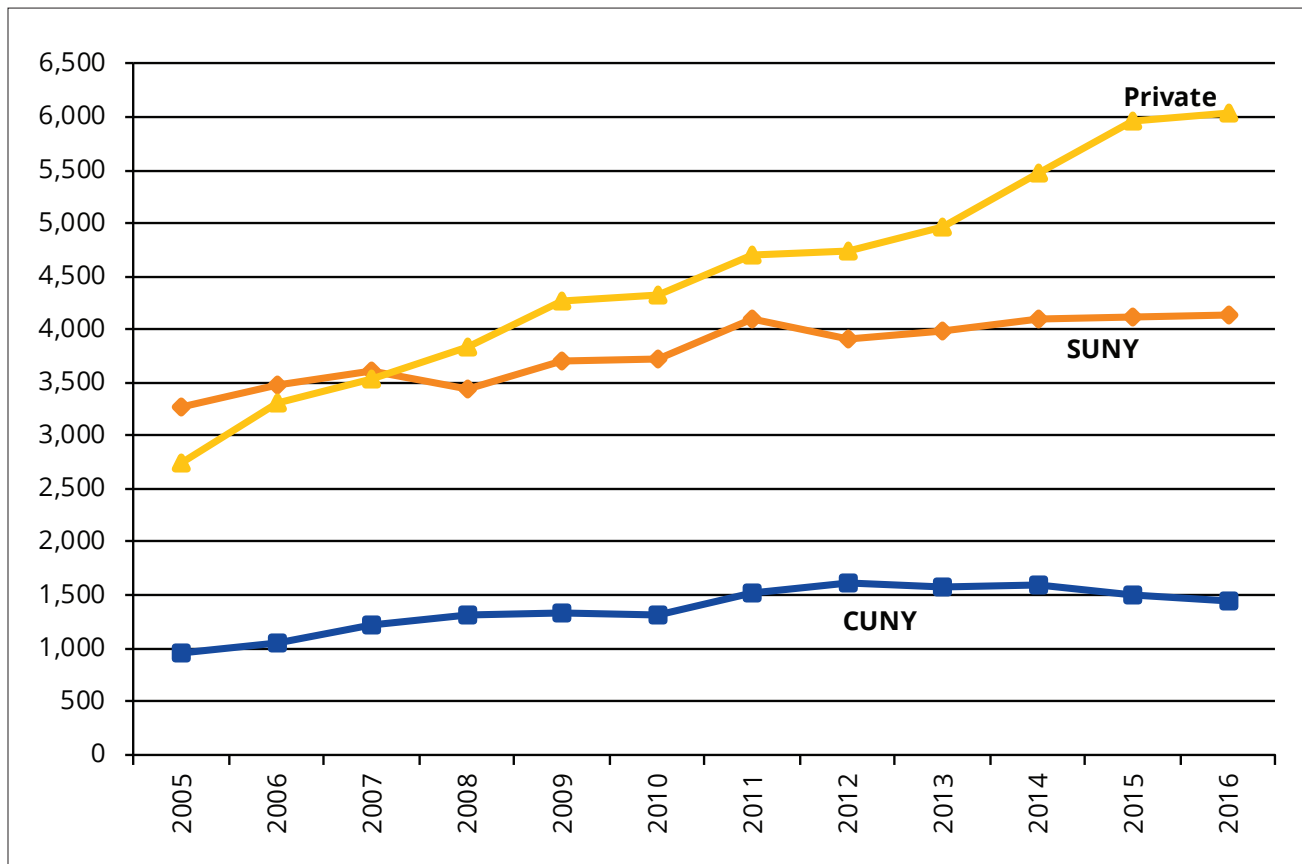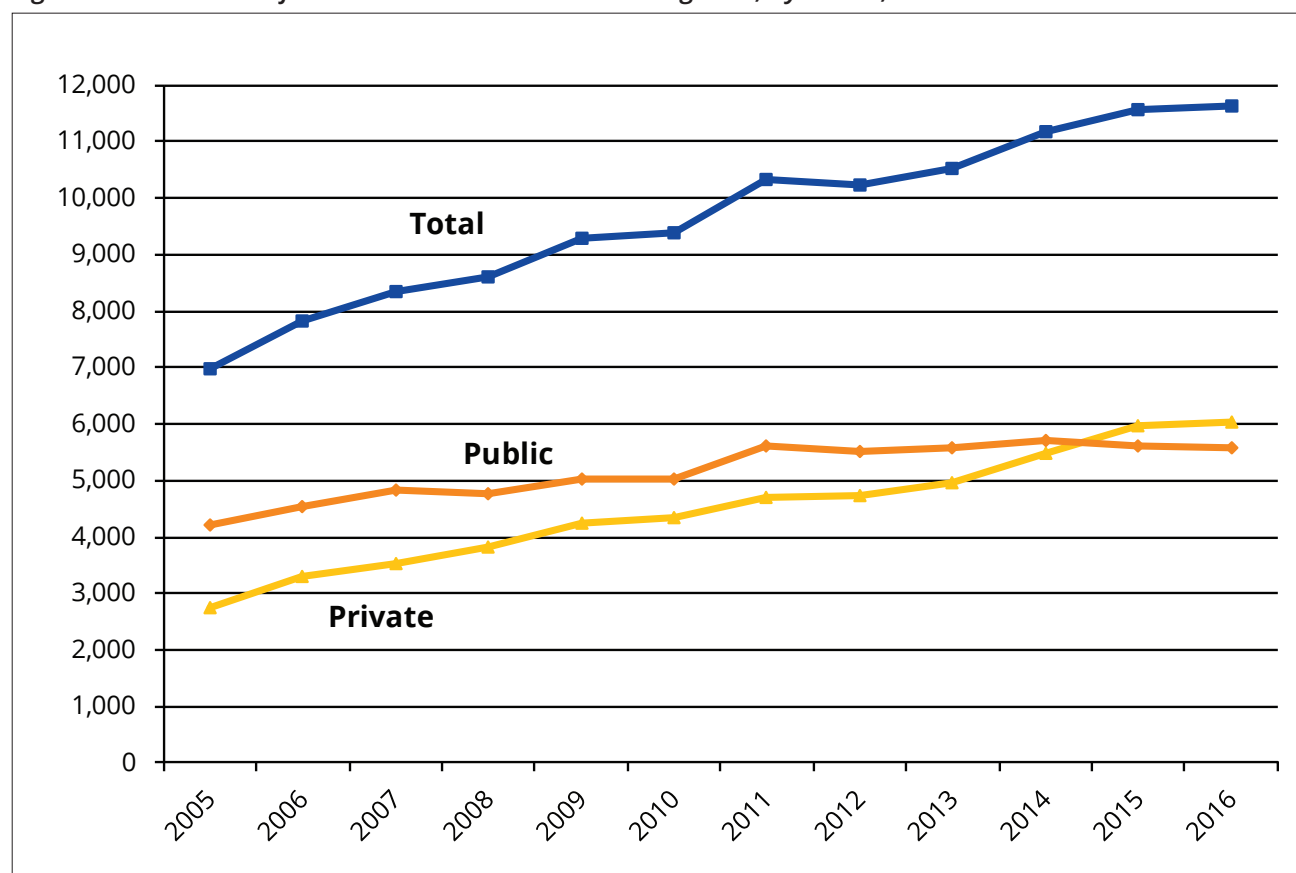*Figure 4. Graduations from New York RN Education Programs, by Sponsor, 2005-2016*

Figure 5. Graduations from New York RN Education Programs, by Sector, 2005-2016
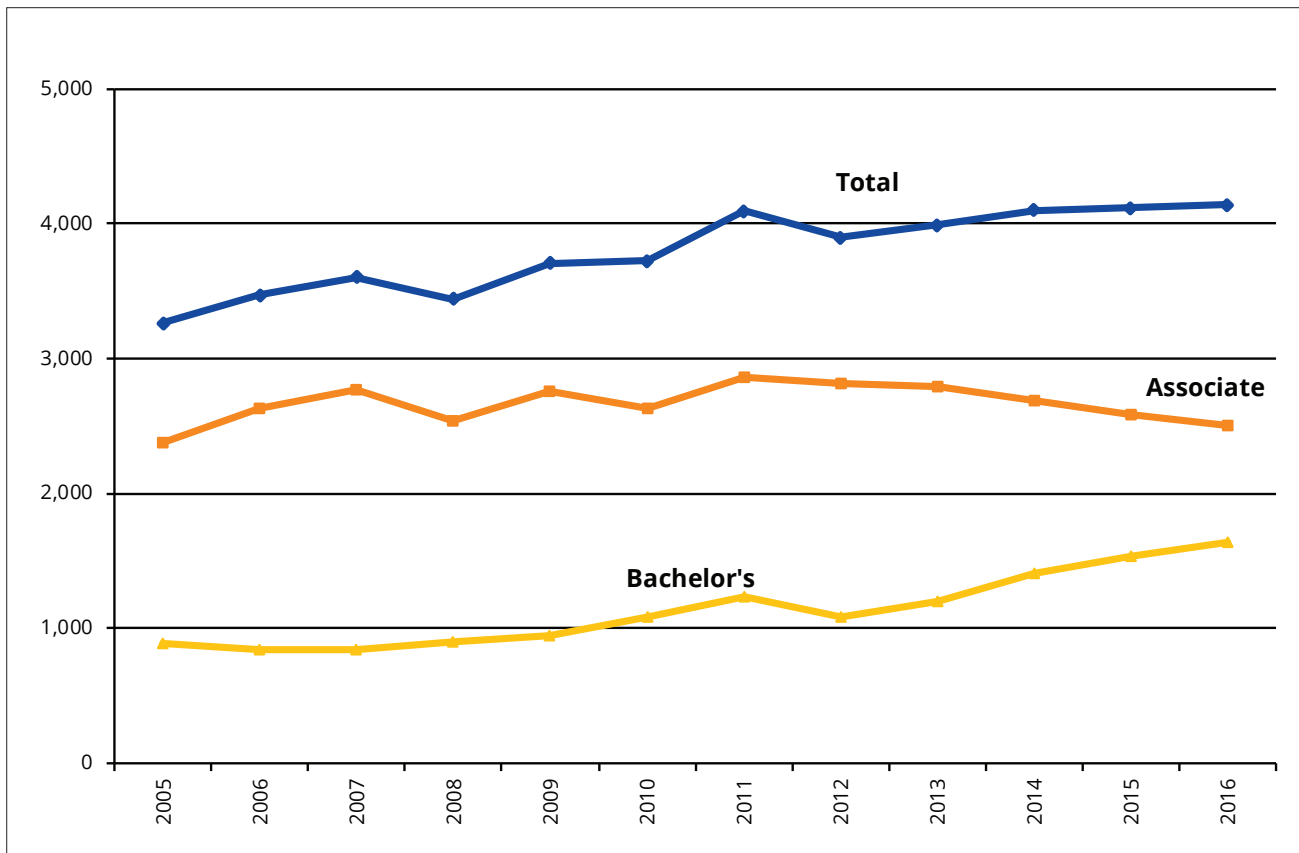

SUNY-Sponsored RN Education Program Graduations

In 2015, there were over 4,100 graduates from SUNY-sponsored RN education programs, with ADN graduates representing just over 60% of the total (Figure 6). Between 2015 and 2016, total graduations from SUNY-sponsored RN education programs are projected to increase by slightly less than 1%. During the same time period, graduations from SUNY-sponsored ADN programs are expected to decline by 3%, while SUNY BSN graduations are expected to increase by almost 7%.

In 2015, BSN completers accounted for 55% of all BSN graduates and 20% of all RN graduates from SUNY-sponsored education programs. BSN completers are projected to increase between 2015 and 2016, representing 57% of all BSN graduates from SUNY in 2016.

Figure 6. Graduations from SUNY-Sponsored RN Education Programs, by Degree Type, 2005-2016
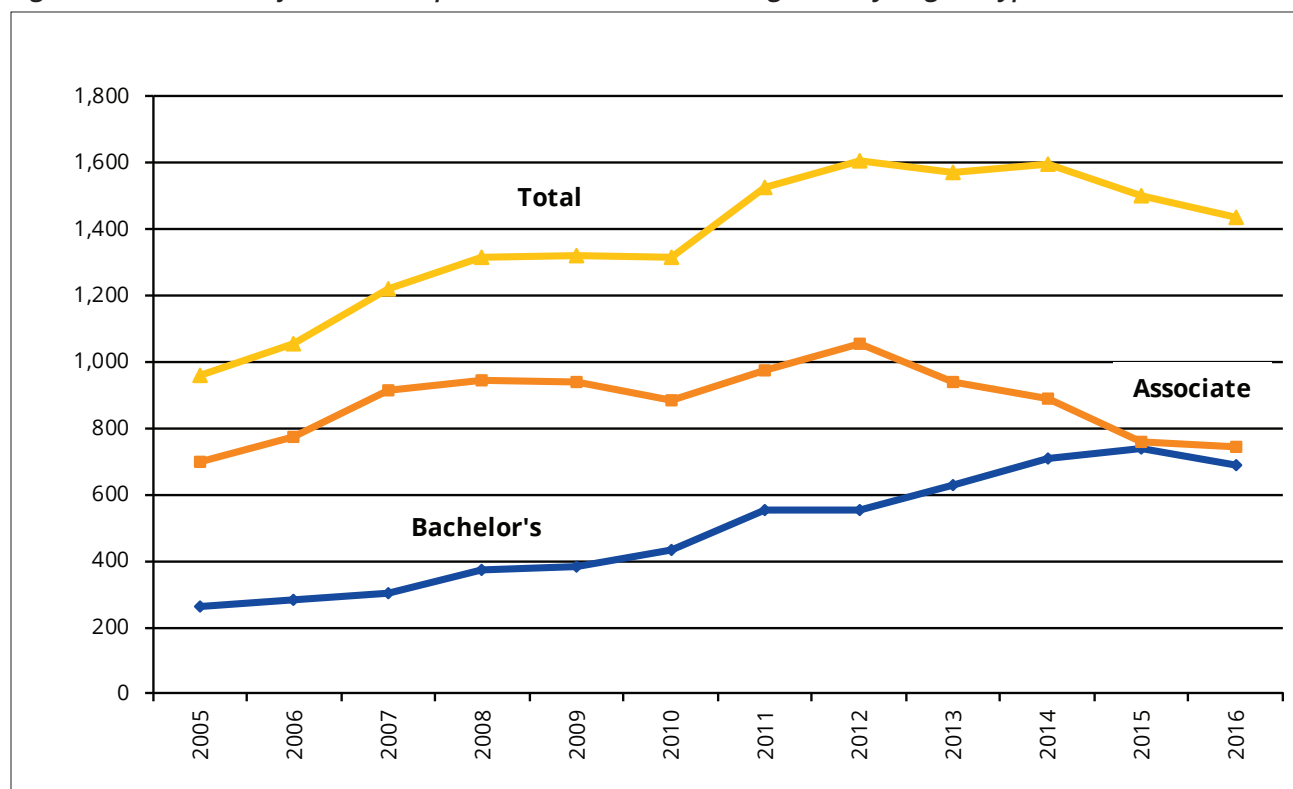

CUNY-Sponsored RN Education Program Graduations

Between 2005 and 2015, RN graduations from CUNY-sponsored ADN and BSN education programs increased by 9% and 184%, respectively (Figure 7). Overall, graduations from CUNY-sponsored RN education programs are projected to decline by 4% between 2015 and 2016, with BSN graduations decreasing by 7% and ADN graduations decreasing by 2%.

In 2015, 70% of all CUNY-sponsored BSN graduates were from BSN completer programs. With the slight decrease in total CUNY RN graduations between 2015 and 2016, including a decrease in BSN completers, it is projected that BSN completer graduations will represent 68% of all BSN graduations from CUNY-sponsored RN education programs in 2016.

Figure 7. Graduations from CUNY-Sponsored RN Education Programs, by Degree Type, 2005-2016

Privately-Sponsored RN Education Program Graduations

Between 2005 and 2015, BSN graduations from privately-sponsored RN education programs more than doubled, increasing by 162% (Figure 8), and ADN graduations grew by 57% over the same time period. In 2015, BSN graduations accounted for more than two-thirds of overall graduations from privately-sponsored RN education programs. Between 2015 and 2016 total graduations from privately-sponsored RN educations programs are projected to remain stable, increasing by slightly more than 1%. BSN graduations from privately sponsored programs are expected to increase by 4% between 2015 and 2016 while ADN graduations are expected to decrease by 5% during the same time period. BSN completer graduations accounted for 19% of total BSN graduations from privately-sponsored RN education programs in 2015, and are projected to increase slightly in 2016 to 20%.

Figure 8. Graduations from Privately-Sponsored RN Education Programs, by Degree Type, 2005-2016
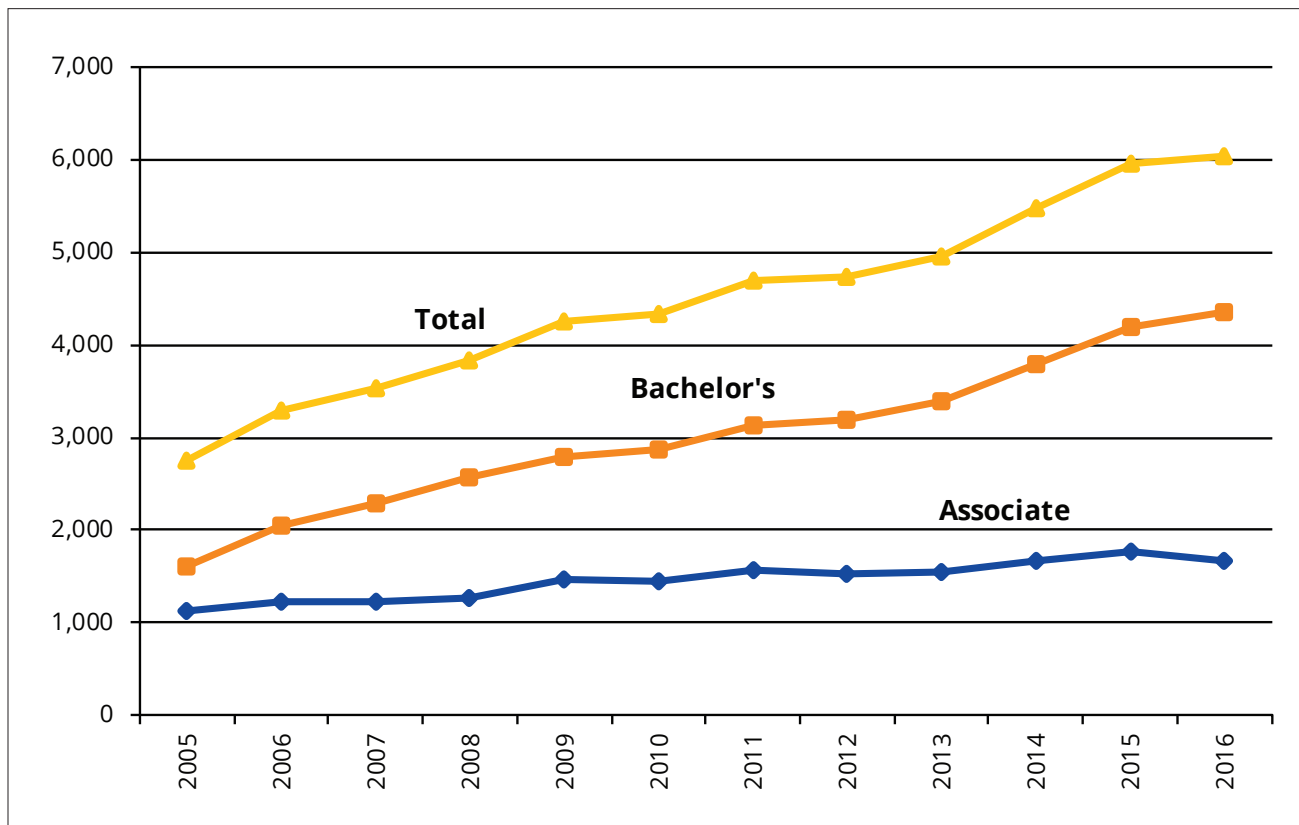
RN Program Applications and Acceptances

RN Program Applications

Between 2012 and 2015, the percentage of deans and directors that reported a similar number (compared to the previous year) of applications to their respective RN education programs has grown, increasing from 32% in 2012 (compared to 2011) to 54% in 2015 (compared to 2014). During the same time period, the percentage of deans and directors that reported an increase in the number of applications to their respective RN education programs has declined, from 56% in 2012 (compared to 2011) to 26% in 2015 (compared to 2014). In 2015, 60% of ADN and 47% of BSN deans and directors reported applications remained the same compared to 2014, while 21% of ADN and 41% of BSN deans and directors reported increases in applications to their programs between 2014 and 2015 (Figures 9 and 10).

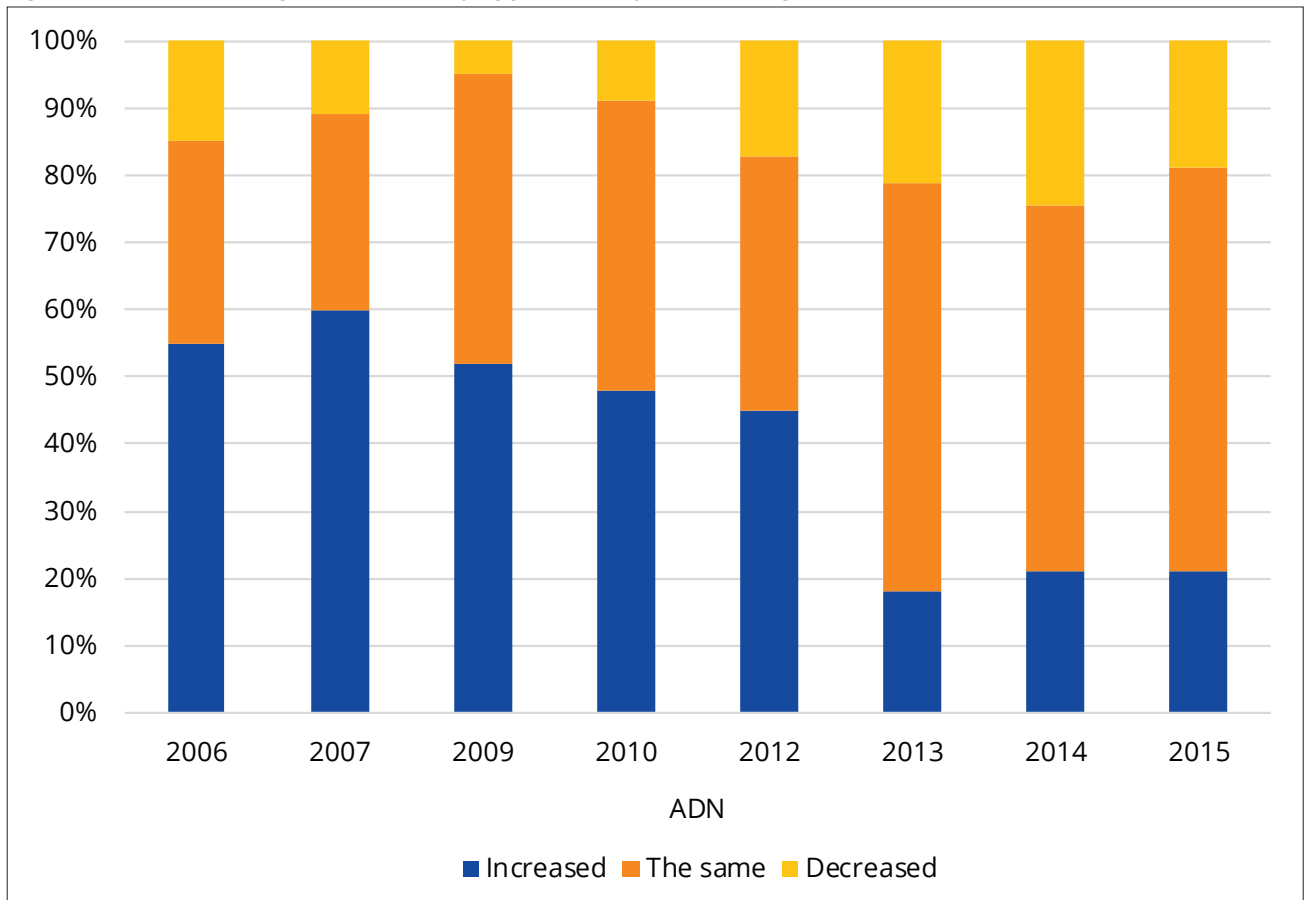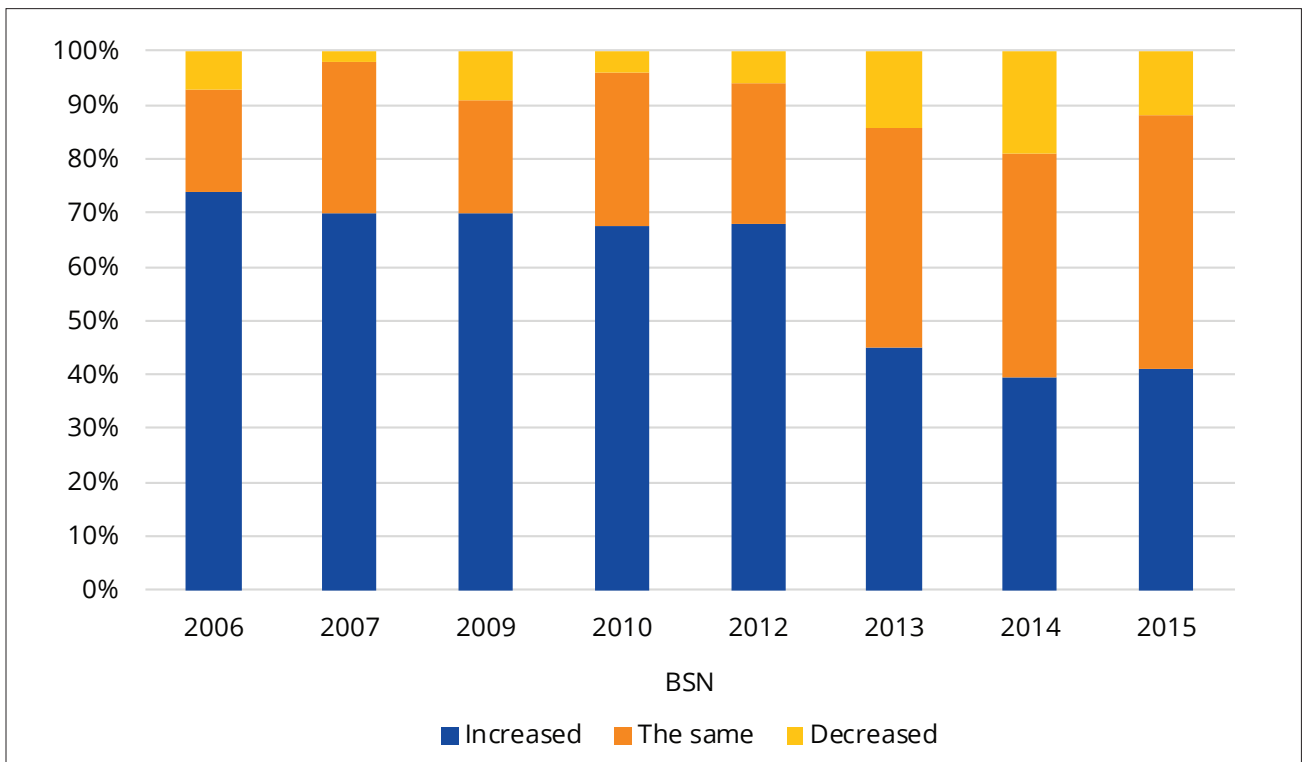*Figure 9. Percent Change in Number of Applications for ADN Programs, 2006-2015*

ADN

■ Increased ■ The same ■ Decreased

Figure 10. Percent Change in Number of Applications for BSN Programs, 2006-2015

BSN

■ Increased ■ The same ■ Decreased

RN Program Acceptances

Similarly, between 2012 and 2015, the percentage of deans and directors that reported the same number of acceptances to their respective RN education programs from the previous year has grown, increasing from 45% in 2012 (compared to 2011) to 75% in 2015 (compared to 2014). Seventy-nine percent of ADN and 70% of BSN deans and directors reported the same number of acceptances into their programs in 2015 as in 2014, while only 5% of ADN and 21% of BSN deans and directors reported increases in acceptances between 2014 and 2015.

Figure 11. Percent Change in Number of Acceptances for ADN Programs, 2006 -2015
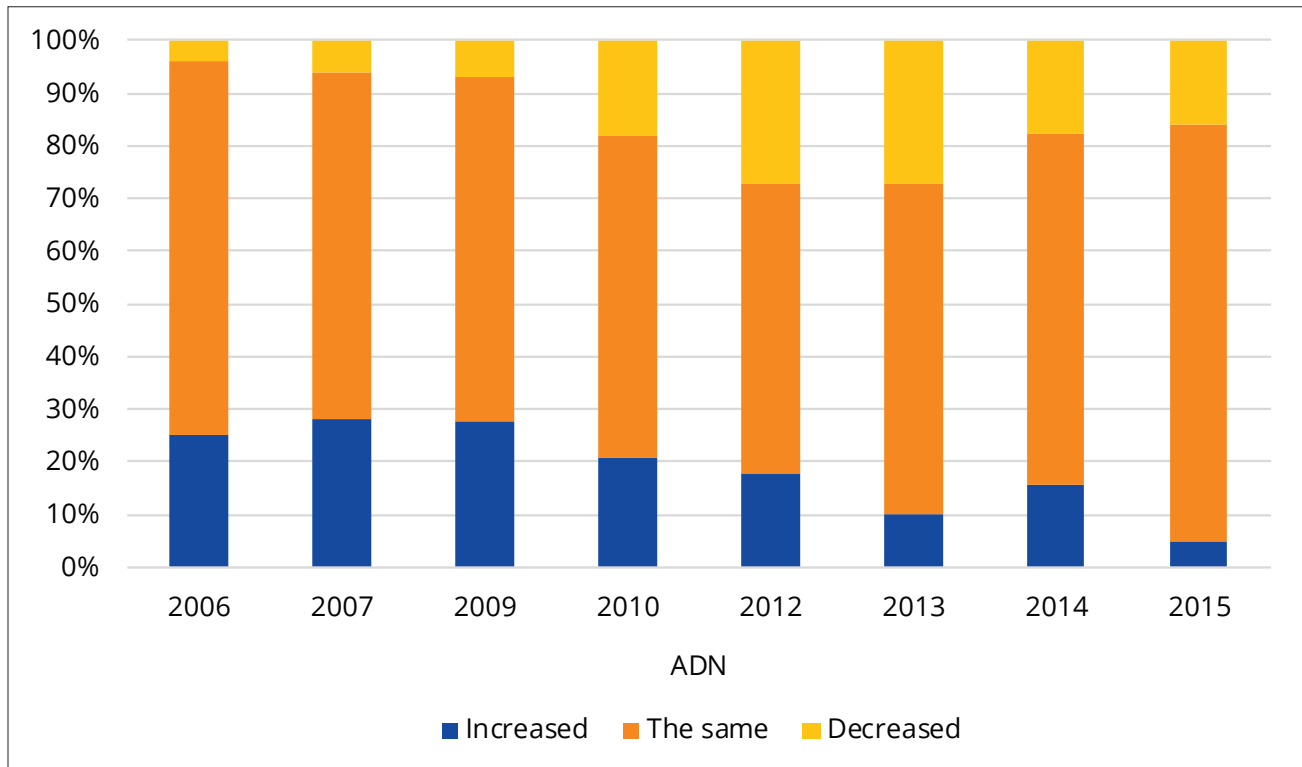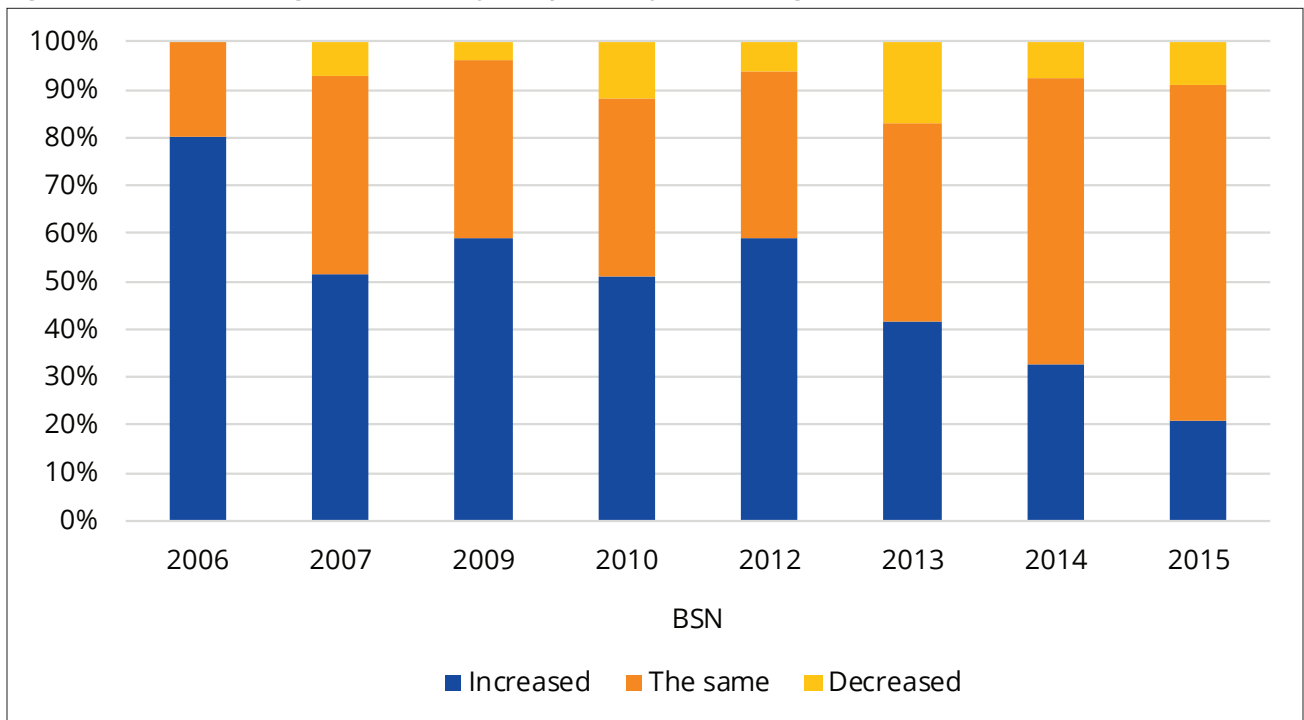
Figure 12. Percent Change in Number of Acceptances for BSN Programs, 2006 -2015

Chart legend: ■ Increased ■ The same ■ Decreased

The majority of ADN and BSN programs that turned away qualified applicants cited limits on admissions and lack of clinical training sites as the primary reasons for doing so. In 2015, 77% of ADN and 78% of BSN deans and directors statewide reported turning away qualified applicants due to limits on program acceptances (Figure 13). Almost half of ADN and BSN deans and directors (43% ADN and 48% BSN) reported lack of training sites as a reason for turning away qualified applicants. In addition, almost 50% of ADN and 26% of BSN deans and directors statewide cited lack of funding for faculty as another reason for turning away qualified applicants.

Figure 13. Reasons for Turning Away Qualified Applicants, by Degree Program Type, 2015

Chart legend: ■ ADN ■ BSN
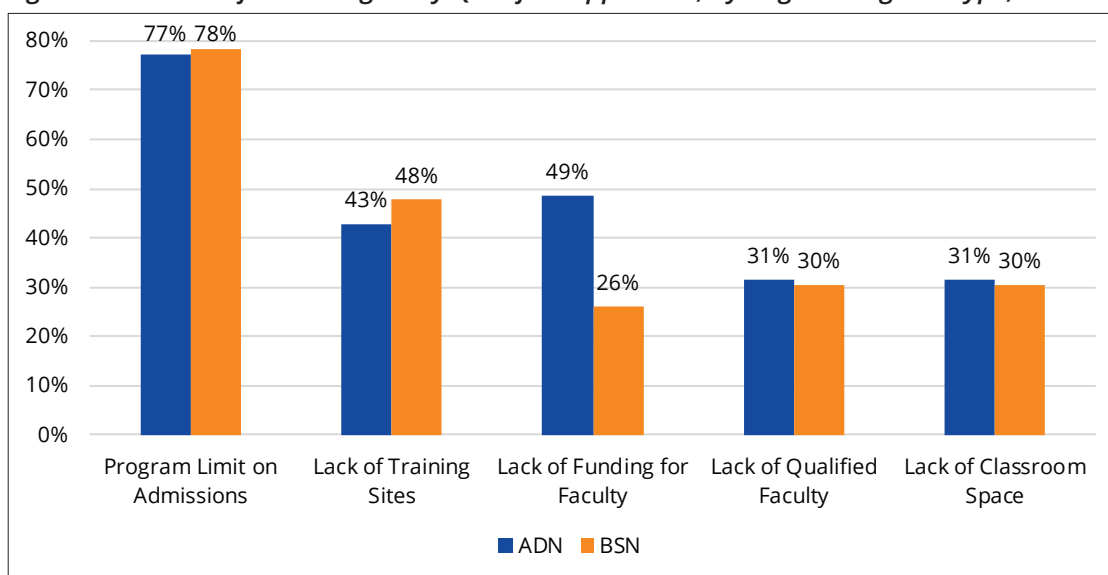
RN education programs in all 10 regions reported limits on program admissions as the primary reason for turning away qualified applicants (Table 4). Additionally, RN education programs in 5 of the 10 regions reported lack of training sites as a major reason for turning away qualified applicants.

Table 4. Reasons for Turning Away Qualified Applicants, by Department of Labor Region, 2015

| DOL Region	Program Limit on Admissions	Lack of Training Sites	Lack of Funding for Faculty	Lack of Qualified Faculty	Lack of Classroom Space
Capital District	100.0%	83.3%	50.0%	66.7%	83.3%
Central New York	75.0%	0.0%	50.0%	25.0%	50.0%
Finger Lakes	71.4%	57.1%	28.6%	14.3%	28.6%
Hudson Valley	62.5%	62.5%	12.5%	12.5%	25.0%
Long Island	83.3%	16.7%	33.3%	16.7%	16.7%
Mohawk Valley	100.0%	0.0%	0.0%	0.0%	0.0%
New York City	75.0%	25.0%	41.7%	33.3%	41.7%
North Country	60.0%	60.0%	40.0%	60.0%	20.0%
Southern Tier	100.0%	50.0%	75.0%	50.0%	0.0%
Western New York	75.0%	75.0%	75.0%	50.0%	0.0%
Statewide	77.6%	44.8%	39.7%	32.8%	31.0%

Availability of Jobs for Newly Trained RNs

In 2015, a much higher percentage of deans and directors reported that "many jobs" were available in nursing for newly trained RNs. In comparison to recent years, 56% of deans and directors reported "many jobs", nearly double the percentage in 2014 (29%). While deans and directors reported the availability of "many jobs" across all health care settings for newly trained RNs, they indicated growth was most notable in nursing homes and home health care agencies.

Figure 14. Percent of RN Program Directors Reporting "Many Jobs" for Newly Trained RNs, 2009-2015
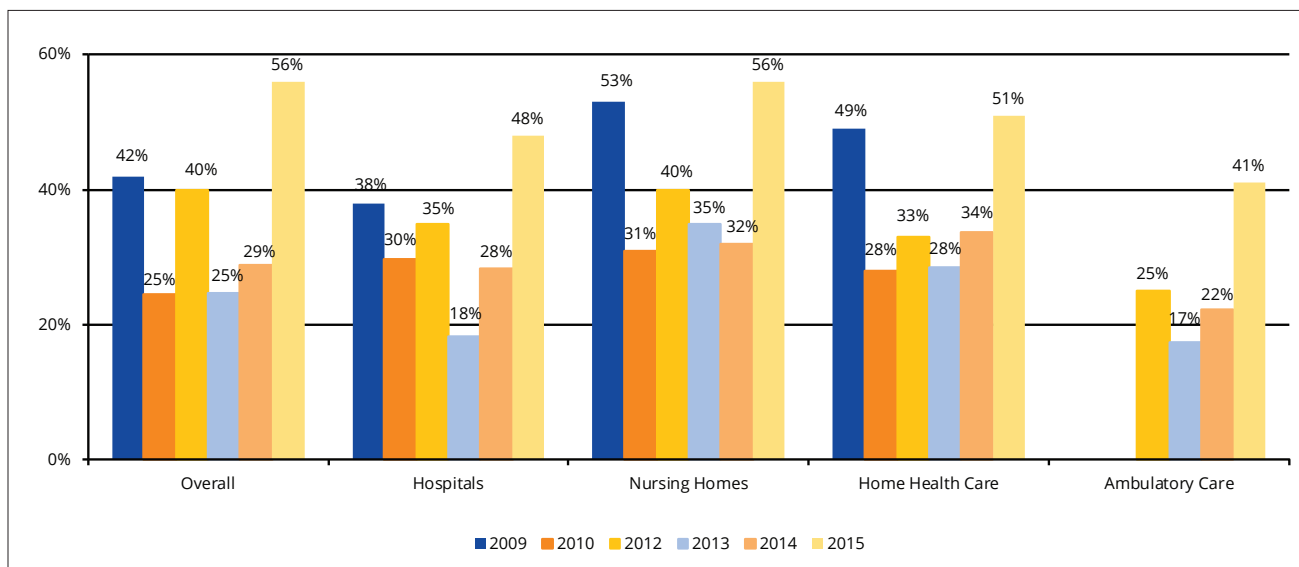
There were, however, differences by degree type. RN program deans and directors reported that the job market was considerably better for newly trained BSNs than newly trained ADNs (Figure 15). This was especially true in hospitals and home health care agencies. In contrast, the job market was better for newly trained ADNs in nursing homes.

Figure 15. Percent of RN Program Directors Reporting "Many Jobs" for Newly Trained RNs, by Degree Type, 2015
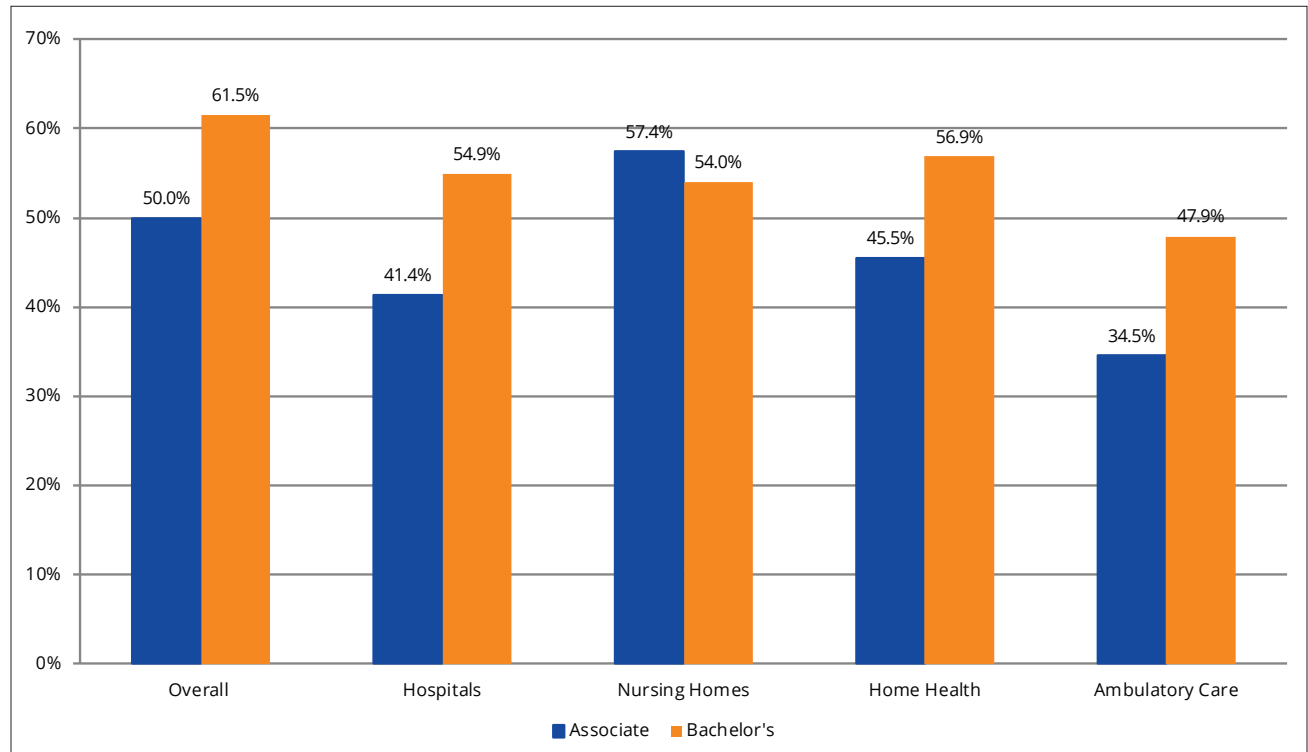
Additionally, there are differences by DOL region. A lower percentage of deans and directors in New York City reported "many jobs" for newly trained RNs compared to upstate regions, especially in hospitals (Table 5). The Western New York region, which includes Buffalo, also had fewer deans and directors reporting "many jobs" for newly trained RNs. In contrast, higher percentages of deans and directors in the Capital District, Central New York, and Finger Lakes regions reported "many jobs" for newly licensed RNs.

Table 5. Percent of RN Program Directors Reporting "Many Jobs" for Newly Trained RNs, by Department of Labor Region, 2015

DOL Region	Overall	Hospitals	Nursing Homes	Home Care	Ambulatory Care
Capital District	88.9%	77.8%	85.7%	83.3%	71.4%
Central New York	83.3%	83.3%	66.7%	66.7%	66.7%
Finger Lakes	90.0%	80.0%	66.7%	80.0%	60.0%
Hudson Valley	64.3%	42.9%	50.0%	28.6%	42.9%
Long Island	70.0%	40.0%	55.6%	60.0%	33.3%
Mohawk Valley	71.4%	42.9%	57.1%	100.0%	85.7%
New York City	15.4%	20.0%	52.0%	26.9%	21.7%
North Country	66.7%	71.4%	42.9%	42.9%	28.6%
Southern Tier	71.4%	75.0%	85.7%	71.4%	28.6%
Western New York	45.5%	36.4%	36.4%	50.0%	30.0%

DISCUSSION

Applications for RN education programs have remained steady for the past several years, and most deans and directors indicated that their programs have been filled to their respective capacities. The number of graduates from New York RN education programs has grown steadily over the past 10 years, but the production of new RNs is slowing in ADN programs, while increasing in BSN programs—especially BSN completer programs. 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 2015, 21% of total RN graduates in New York were BSN completers. Although BSN completers do not represent new RN capacity, existing RNs who hold a BSN have increased opportunities for career advancement, and also qualify for further education to become nurse practitioners or nurse educators.

The job market for newly trained RNs appears to be less competitive in 2015 than in 2014, though that varies significantly by DOL region. Between 2014 and 2015, a larger percentage of deans and directors in most upstate DOL regions reported "many jobs" were available across all health care settings, particularly for newly trained BSNs. In contrast, a significantly lower percentage of deans and directors in New York City reported "many jobs" for newly trained RNs.

Regional differences make it difficult to understand RN supply and demand at a local level. Given the importance of RNs in health care delivery, and their changing roles due to newer models of care, it is essential 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-and-demand gaps and advance the understanding of the state's health workforce.

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