

ABSTRACT

Purpose Statement: The purpose of this study is to document trends in registered nurse (RN) graduations and understand how these trends may affect the supply of RNs in New York.

Key Findings: The total number of RN graduations in New York State continues to rise, adding a total of 9,283 new RNs* in 2018. Between 2011 and 2018 the number of ADN graduates decreased by 12% while the number of BSN graduates increased by slightly more than 63%. BSN completers as a percentage of total BSN graduations declined between 2014 and 2018.

Limits on the number of nursing program admissions was cited as the main reason for turning away qualified applicants, despite increased applications.

Over one-third of nursing program deans and directors of baccalaureate programs reported an increase in the number of students accepted to their programs in 2017 and 2018. The job market for newly trained RNs has improved over the last few years, with some variation by degree type and region.

Conclusions: RNs educated in New York represent the greatest source of active RNs in the state. RN educational requirements for licensure in the state are increasing. Given these issues, it is important to monitor trends in RN production to assure that a sufficient supply of newly trained RNs meets the continuing demand for services.

CONTACT

Center for Health Workforce Studies

518-402-0250
info@chwsny.org
www.chwsny.org

INTRODUCTION

RNs educated in New York are the primary source of RNs in the state.

- Most RNs practicing in New York State were trained in the state.
 - Historically, most RNs obtained associate degrees for their initial RN degree, especially in rural areas.
- New York's educational requirements for RNs for licensure changed.
 - Recently enacted legislation requires that newly registered nurses with an associates degree (ADN) obtain a baccalaureate degree (BSN) in nursing within 10 years of initial licensure.
- The state may be challenged in its efforts to assure access to BSN completer programs statewide, especially in regions of the state where there is limited access to BSN education programs.
- Over the past 10 years, BSN completers have comprised a growing share of RN graduations in the state.
- Conversely, the number of new RNs* from RN diplomas or ADN programs has shown little growth since 2011.

* New RNs excludes those already practicing nurses returning to school, also referred to as BSN completers.

METHODS

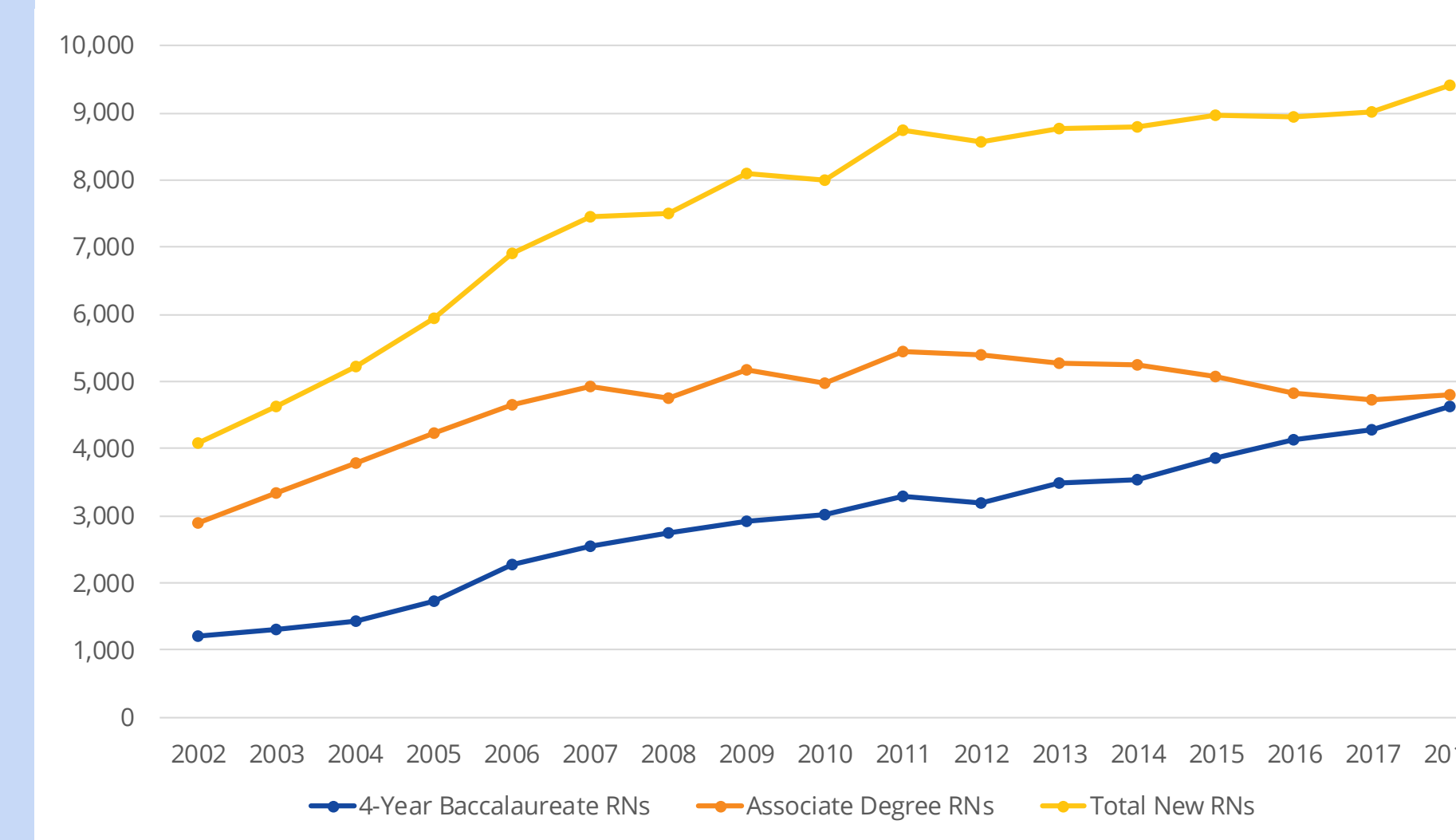
The Center for Health Workforce Studies (CHWS) surveys the state's RN education program deans and directors annually to monitor the production of RNs in the state as well as assess the job market for newly trained RNs.

- The most recent survey was conducted in the fall of 2018 and the spring of 2019.
- The survey includes questions about applications and acceptances to the nursing program, graduations over the last 4 years, and perspectives on the local job market for new RN graduates.
- Of the 123 programs eligible to participate in the survey, 108 responded for a 88% response rate.
 - This included 92% of ADN programs and 83% of BSN programs.
- Data for non-respondents were imputed based on responses to previous surveys. As a result, the report presents estimated total graduations for all RN programs in the state.

RESULTS

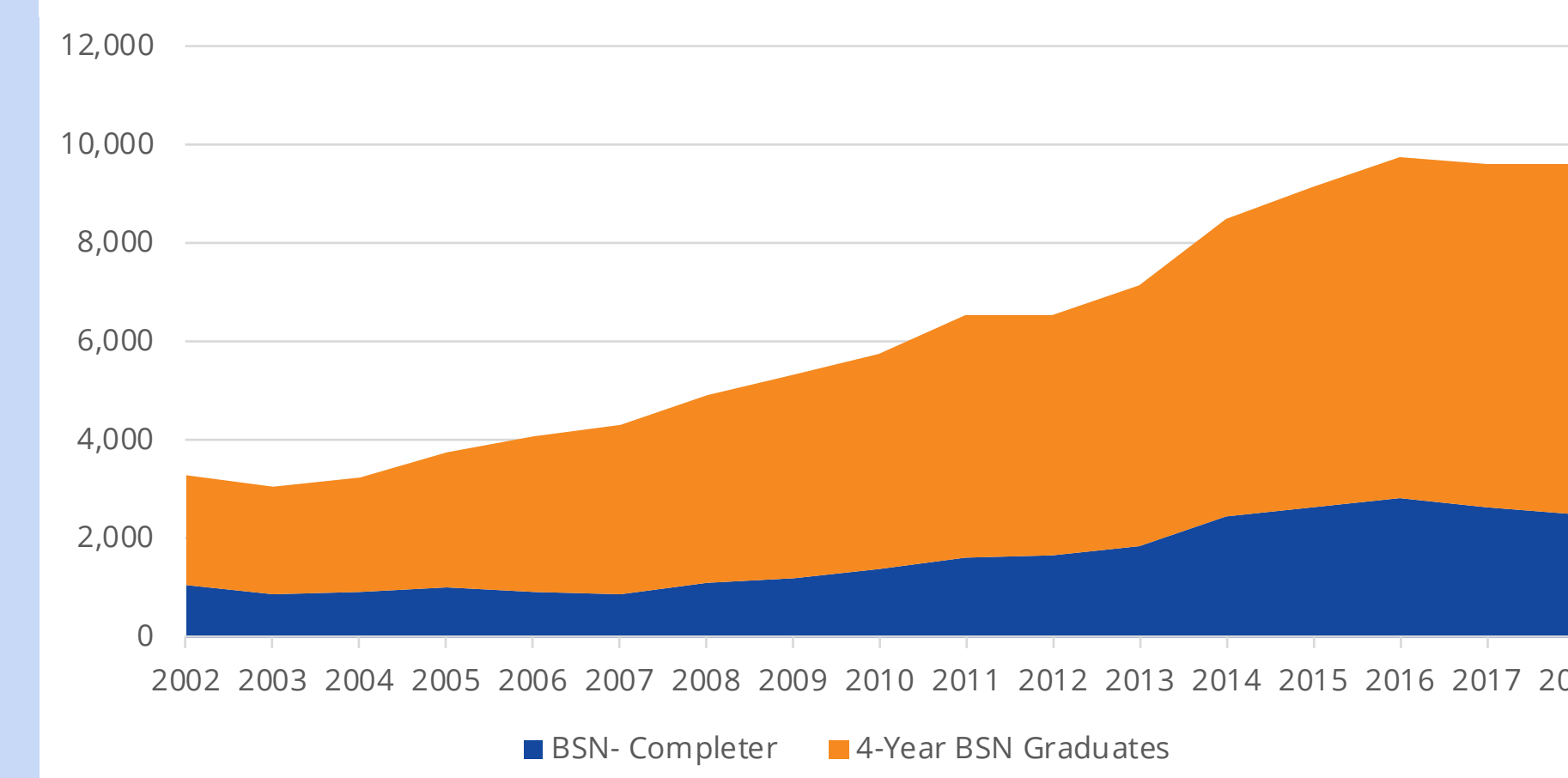
The number of new RN graduates continues to rise slowly, driven by graduations from 4-year baccalaureate programs. Graduations in New York of ADN programs have declined by 12%; BSN programs rose by over 63% between 2011 and 2018.

Figure 1. NY RN Graduations by Degree Type, 2002-2018



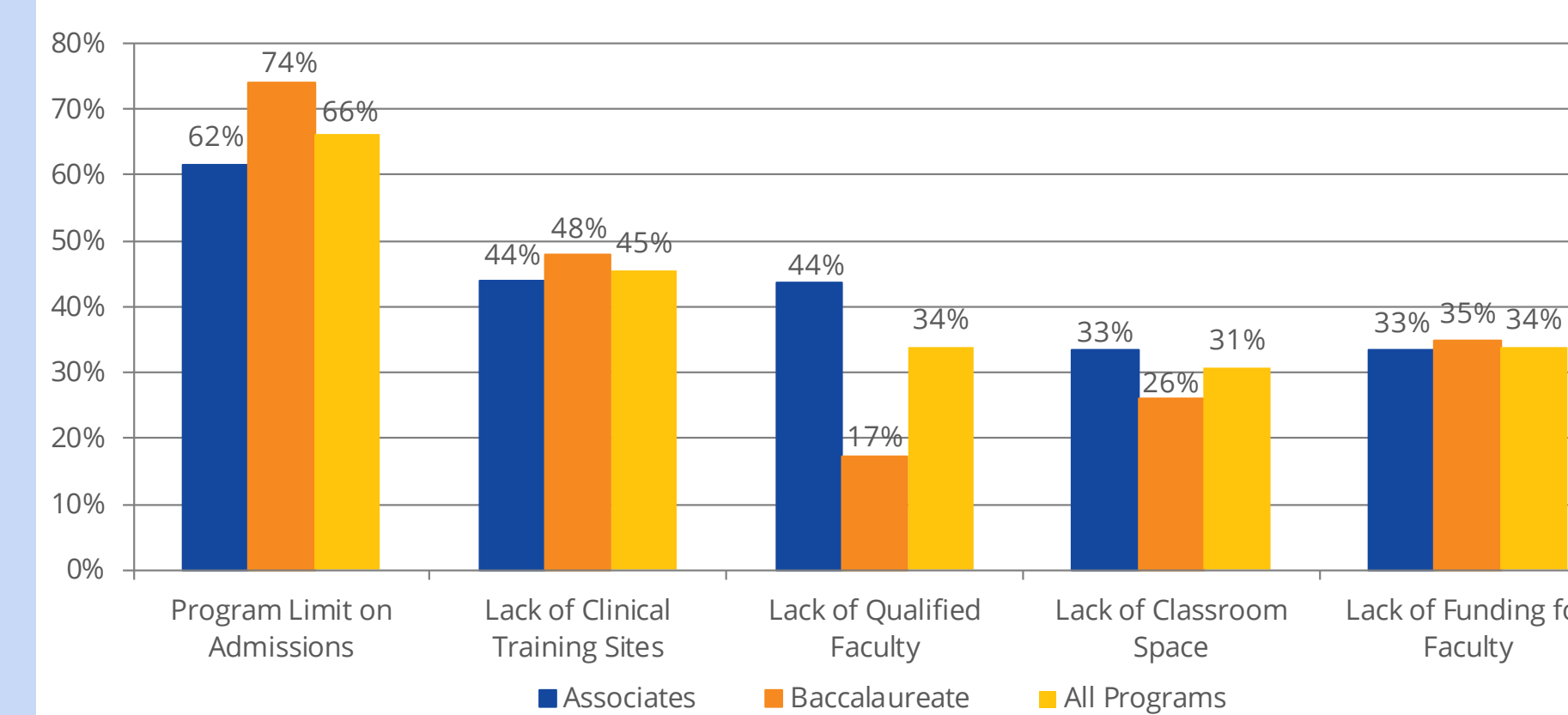
BSN completer graduates declined between 2016 and 2018 with about 300 fewer BSN completer graduations.

Figure 2. Graduations From BSN 4-Year and BSN Completer Programs, 2002-2018



Limits on the number of nursing program admissions was cited as the main reason for turning away qualified applicants.

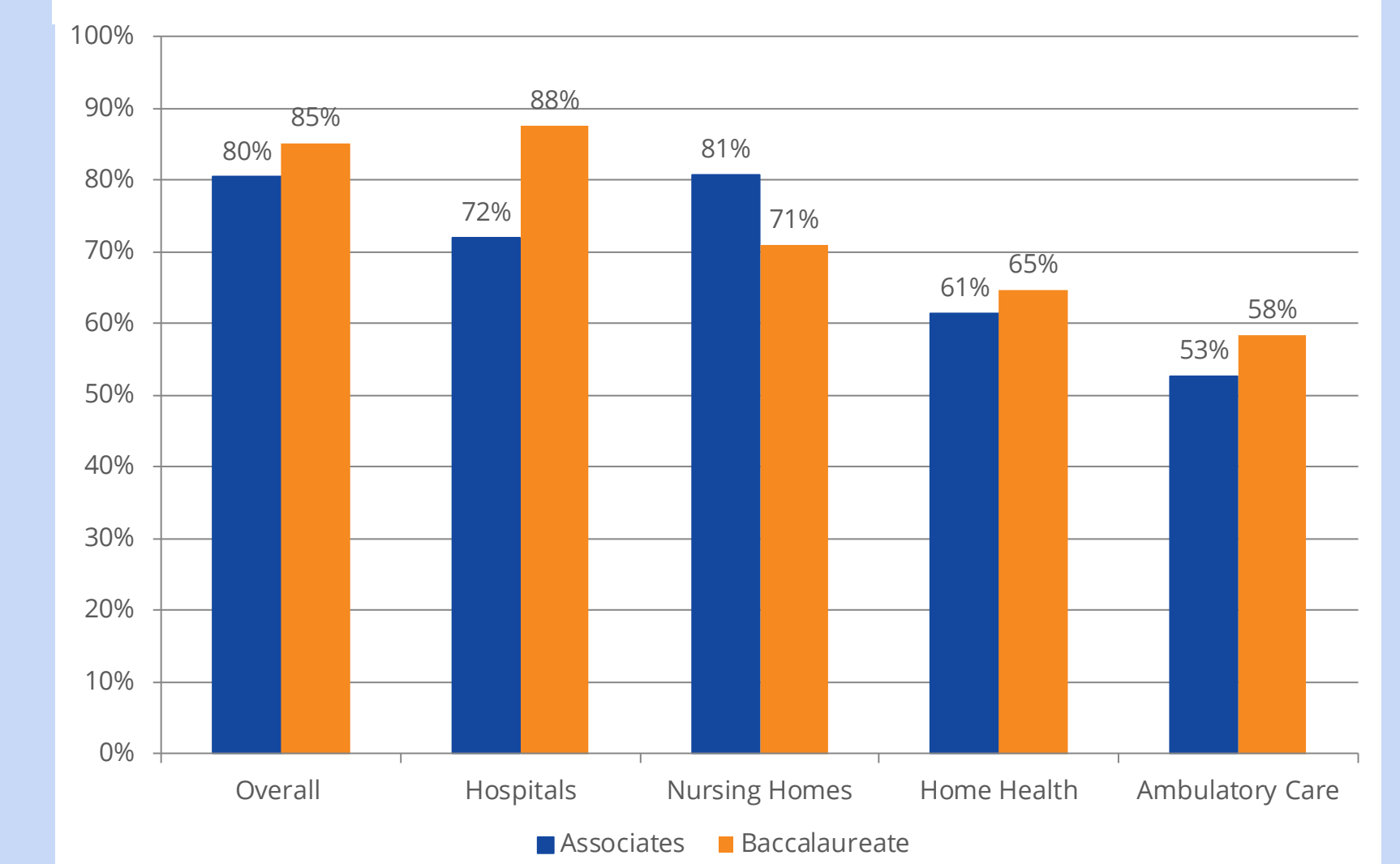
Figure 3. Reasons for Turned Away Qualified Applicants, by Degree, 2018



RESULTS (Continued)

The job market offers opportunities for newly trained RNs in variety of settings.

Figure 4. Percentage of RN Program Deans and Directors Reporting "Many Jobs" by Health Care Sector



DISCUSSION

- RN graduations increased between 2002 and 2018, with the exception of a small decline in 2012.
- While ADN graduations have been declining since 2011, 4-year baccalaureate graduations for RNs has been growing. Meanwhile, BSN completers continue to take a larger proportion of total RN graduations.
- Nursing program admission limits has resulted in turning away many qualified applicants. Lack of training sites and lack of faculty were also cited as reasons.
- The job market for newly trained RNs is improving with 80% of deans and directors reporting "many jobs" for newly trained RNs in 2018.
- A higher percentage of deans and directors of BSN programs reported "many jobs" compared to deans and directors of ADN programs.

CONCLUSIONS

- The job market is improving for RNs, though there are regional differences.
 - While hospitals seem to offer the most opportunities for newly graduated RNs, opportunities in ambulatory care may be increasing as the health care system changes.
- Although the new 'BSN in 10' law has yet to take full effect, it may accelerate the decreasing number of ADN graduations.
- It is important to:
 - Assess the impact of 'BSN in 10' on RN production.
 - Monitor trends in RN production to assure that a sufficient supply of newly trained RNs meet the continuing demand for services.