

New York State Struggles With Health Workforce Recruitment and Retention



Hospitals

Most Difficult Occupations to RECRUIT:



Clinical Laboratory Technologists

91% of hospitals indicated clinical laboratory technologists were difficult to recruit



Registered Nurses (RNs)

90% of hospitals indicated RNs were difficult to recruit



Clinical Laboratory Technicians

81% of hospitals indicated clinical laboratory technicians were difficult to recruit



Psychiatrists

88% of hospitals indicated psychiatrists were difficult to recruit

? PRIMARY REASON:



Workforce Shortages

Most Difficult Occupations to RETAIN:



Surgical Technicians

67% of hospitals indicated surgical technicians were difficult to retain



RNs

59% of hospitals indicated RNs were difficult to retain



Respiratory Therapists

56% of hospitals indicated respiratory therapists were difficult to retain



Clinical Laboratory Technologists

56% of hospitals indicated clinical laboratory technologists were difficult to retain

? PRIMARY REASON FOR LEAVING:



Better Paying Positions



Nursing Homes and Adult Care Facilities

Most Difficult Occupations to RECRUIT:



Licensed Practical Nurses (LPNs)

86% of facilities indicated LPNs were difficult to recruit



RNs

86% of facilities indicated RNs were difficult to recruit



Certified Nursing Assistants (CNAs)

79% of facilities indicated CNAs were difficult to recruit

? PRIMARY REASON:



Workforce Shortages

Most Difficult Occupations to RETAIN:



Newly Licensed RNs

75% of facilities indicated newly licensed RNs were difficult to retain



Home Health Aides

71% of facilities home health aides were difficult to retain



LPNs

68% of facilities indicated LPNs were difficult to retain

? PRIMARY REASONS FOR LEAVING:



Finding Higher Pay Elsewhere



Leaving for Other Employment Sectors



Fear of COVID-19 Exposure



Home Health Care Agencies

Most Difficult Occupations to RECRUIT:



Home Health Aides

81% of agencies indicated home health aides were difficult to recruit



Personal Care Aides

78% of agencies indicated experienced personal care aides were difficult to recruit

? PRIMARY REASONS:



Workforce Shortages



State Unemployment Benefits



Fear of Exposure to COVID-19 and Possible Transmission to Others

Most Difficult Occupations to RETAIN:



Personal Care Aides

73% of agencies indicated personal care aides were difficult to retain



Home Health Aides

72% of agencies indicated home health aides were difficult to retain



Homemakers

68% of agencies indicated homemakers were difficult to retain

? PRIMARY REASONS FOR LEAVING:



Finding Higher Pay Elsewhere



Family Commitments



Transportation Issues