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

**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**

**PRIMARY REASON:**

- Workforce Shortages
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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

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 indicated 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
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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

This brief is based on data collected from surveys conducted by CHWS between December 2020 and March 2021.