

# Trends in Supply of and Demand for Health Workers in Downstate New York

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Presented by:

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CUNY HHS Council

May 20, 2022

# Center for Health Workforce Studies

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- The Center for Health Workforce Studies (CHWS), established in 1996, is an academic research center based at the School of Public Health at the University at Albany, State University of New York (SUNY)
- Mission: To provide timely, accurate information and conduct policy-relevant research about the health workforce
- Goal: To assist stakeholders to better understand health workforce issues in order to inform decision-making on health workforce development programs and policies

# Today's Presentation

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- Background on workforce shortages in New York
- Trends in health care employment
- Provider recruitment and retention issues-pre and post pandemic
- Trends in health professions graduations in NYC
- Projections of future demand
- What's ahead?

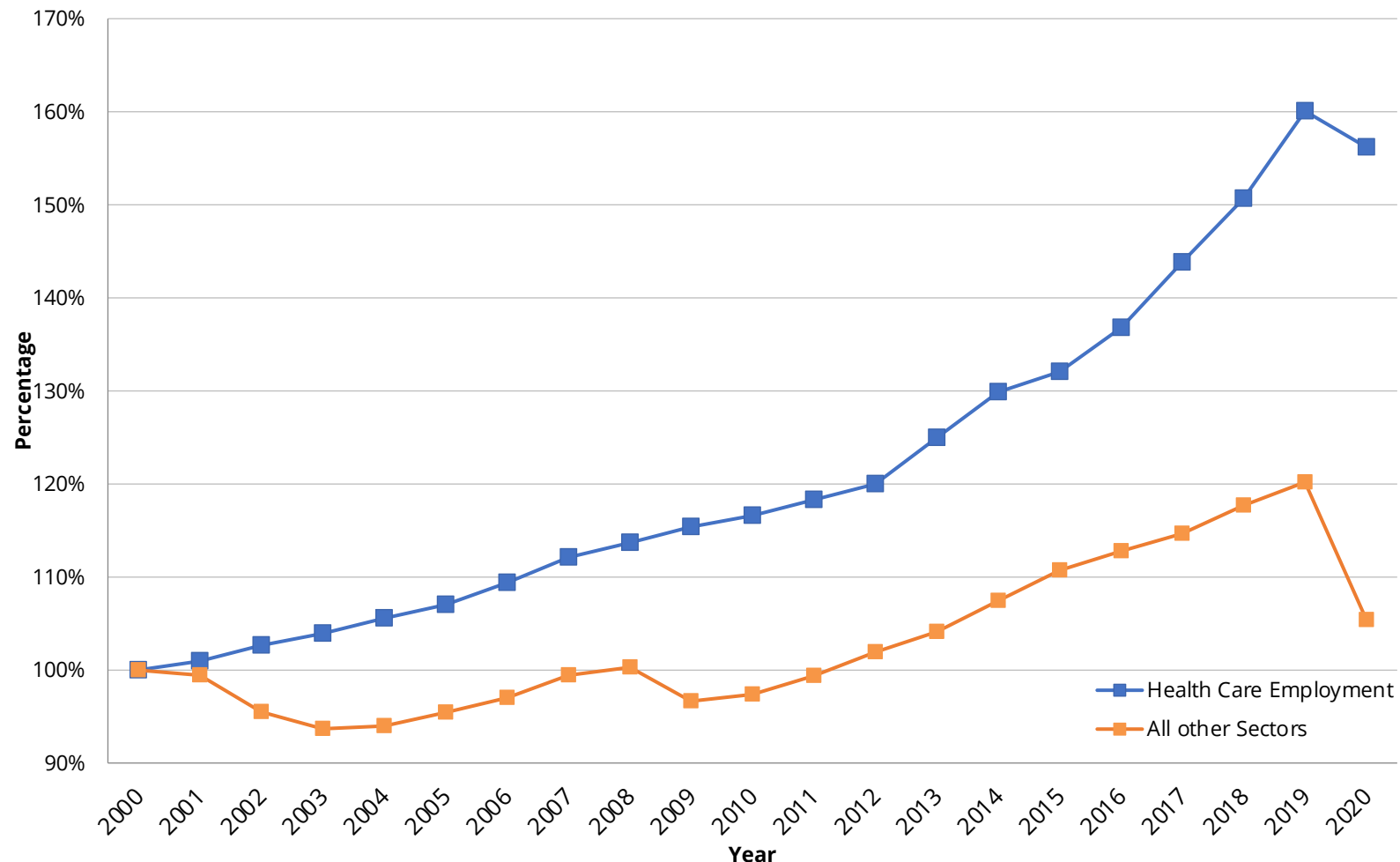
# Workforce Shortages in NY

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- While NY has an abundant supply of health professionals, they have never been well-distributed
- Chronic shortages of primary care, oral health and behavioral health providers
  - Some rural and inner-city urban communities are Health Professional Shortage Areas
- Provider incentive programs have supported health care practitioners who work in these communities
- The COVID-19 pandemic has led to a decline in the supply of available workers and an increase in demand for health services
- Shortages appear to be worsening as patient care workers leave their jobs (and sometimes the field entirely) for a variety of reasons

# In NYC, Health Care Employment Has Grown Much Faster Than Employment in All Other Sectors

Employment Growth in the New York City Region, 2000-2020 (Standardized to 2000)



Source: New York State Department of Labor, Quarterly Census of Employment and Wages

# More Recently, Variable Health Care Job Growth in NYC by Health Setting

Health Care Sector Employment in the New York City Region, by Setting, 2016-2020

Setting	2016	2017	2018	2019	2020	Change Between 2016 and 2020	
						Number	Percent
<b>Hospitals</b>	205,350	205,662	205,108	208,304	211,577	6,227	3.0%
<b>Ambulatory care</b>	124,832	129,172	129,152	134,312	122,008	-2,824	-2.3%
<b>Nursing home and residential care facilities</b>	49,922	50,172	49,834	49,134	45,785	-4,137	-8.3%
<b>Home health care</b>	130,461	151,886	178,335	205,851	203,713	73,252	56.1%
<b>Total</b>	<b>510,565</b>	<b>536,892</b>	<b>562,429</b>	<b>597,601</b>	<b>583,083</b>	<b>72,518</b>	<b>14.2%</b>

Source: New York State Department of Labor, Quarterly Census of Employment and Wages

# Downstate Hospitals: Persistent Challenges Recruiting NPs, PAs, and Social Workers; RNs Increasingly Difficult to Recruit

Recruitment Difficulties Reported by Downstate Hospitals, 2019 and 2020/21

2019 Recruitment Difficulties	2020/21 Recruitment Difficulties
Psychiatric Nurse Practitioners	<b>Licensed Clinical Social Workers</b>
<b>Clinical Laboratory Technologists</b>	<b>Psychiatrists</b>
<b>Physician Assistants</b>	Registered Nurses
<b>Cardiovascular Technicians</b>	<b>Cardiovascular Technicians</b>
<b>Nurse Practitioners (excluding Psychiatric NPs)</b>	<b>Clinical Laboratory Technologists</b>
Surgical Technicians	<b>Clinical Laboratory Technicians</b>
<b>Licensed Clinical Social Workers</b>	<b>Physician Assistants</b>
<b>Psychiatrists</b>	<b>Nurse Practitioners (excluding Psychiatric NPs)</b>
<b>Clinical Laboratory Technicians</b>	Certified Alcohol and Substance Abuse Counselors
Infection Preventionists	Respiratory Therapists

# Downstate Hospitals Reported Difficulty Retaining Social Workers in 2019 And Difficulty Retaining NPs & PAs in 2020/21

Retention Difficulties Reported by Downstate Hospitals, 2019 and 2020/21

2019 Retention Difficulties	2020/21 Retention Difficulties
Cardiovascular Technicians	Psychiatric Nurse Practitioners
Licensed Clinical Social Workers	Clinical Laboratory Technologists
Licensed Masters Social Workers	Physician Assistants
Substance Abuse and Behavioral Health Counselors	Cardiovascular Technicians



# NYC Long-Term Care Facilities Reported Persistent Challenges Recruiting RNs, LPNs and CNAs

Recruitment Difficulties Reported by New York City Nursing Homes and Adult Care Facilities, 2019 and 2020/21

2019 Recruitment Difficulties	2021 Recruitment Difficulties
MDS Coordinators	Registered Nurses (Experienced)
Nurse Directors/Managers	Licensed Practical Nurses
Licensed Practical Nurses	Speech-Language Pathologists
Registered Nurses (Experienced)	CNAs and Temps
Certified Nurse Aides and Assistants	Infection Prevention Practitioners
Registered Nurses (Newly Licensed)	Occupational Therapists
Licensed Clinical Social Workers	Physical Therapists
Speech-Language Pathologists	Registered Nurses (Newly Licensed)
Dietitians/Nutritionists	Paid Feed Assistants
Licensed Master's Social Workers	Personal Care Aides

CNAs, Certified Nursing Assistants; Temps, Temporary Certified Nursing Assistants

# NYC Long-Term Care Facilities Reported Persistent Challenges Retaining RNs, LPNs & CNAs

Retention Difficulties Reported by New York City Nursing Homes and Adult Care Facilities, 2019 and 2020/21

2019 Retention Difficulties	2020/21 Retention Difficulties
Personal Care Aides	Registered Nurses (Newly Licensed)
Registered Nurses (Newly Licensed)	Personal Care Aides
Licensed Practical Nurses	Nurse Directors/Managers
Registered Nurses (Experienced)	Registered Nurses (Experienced)
Home Health Aides	Home Health Aides
Certified Nurse Aides/Assistants	Licensed Practical Nurses
MDS Coordinators	Paid Feeding Assistants
Nurse Directors/Managers	Infection Prevention Practitioners
Dietitians/Nutritionists	Dietitians/Nutritionists
Occupational Therapy Assistants	CNAs and Temps

CNAs, Certified Nursing Assistants; Temps, Temporary Certified Nursing Assistants

# NYC Home Care Agencies Report Persistent Challenges Recruiting RNs, LPNs, Social Workers, Therapists and Home Health Aides

Recruitment Difficulties Reported by New York City Home Health Care Agencies, 2019 and 2020/21

2019 Recruitment Difficulties	2020/21 Recruitment Difficulties
Respiratory Therapists	Home Health Aides
Physical Therapists	Personal Care Aides
Occupational Therapists	Registered Nurses
Registered Nurses	Physical Therapists
Homemakers	Speech-Language Pathologists
Licensed Practical Nurses	Licensed Practical Nurses
Licensed Master's Social Workers	Occupational Therapists
Licensed Clinical Social Workers	Homemakers
Home Health Aides	Licensed Master's Social Workers
Personal Care Aides	Licensed Clinical Social Workers

# NYC Home Care Agencies Report Persistent Challenges Retaining RNs, LPNs, Social Workers, Therapists and Home Health Aides

Retention Difficulties Reported by New York City Home Health Care Agencies, 2019 and 2020/21

2019 Retention Difficulties	2020/21 Retention Difficulties
Home Health Aides	Physical Therapists
Homemakers	Occupational Therapists
Licensed Clinical Social Workers	Homemakers
Licensed Master's Social Workers	Respiratory Therapists
Licensed Practical Nurses	Personal Care Aides
Occupational Therapists	Speech-Language Pathologists
Personal Care Aides	Home Health Aides
Physical Therapists	Licensed Practical Nurses
Registered Nurses	Registered Nurses
Respiratory Therapists	Licensed Master's Social Workers

# Impact of COVID-19 on R&R Difficulties

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- More turnover
  - Fear of exposure
  - Family obligations
  - Retirement
  - Better paying jobs in and out of health care
- Greater competition for workers

# Declines in Number of Graduates Between 2016 and 2020: RNs, NPs, LPNs, Pharmacists

Number of Graduations in Selected Health Care Occupational Programs in the New York City Region, 2016-2020

Occupational Program	2016	2017	2018	2019	2020	Change Between 2016 and 2020	
						Number	Percent
Registered Nurses	3,838	3,785	3,431	3,566	3,418	-420	-10.9%
Pharmacists	495	602	546	298	328	-167	-33.7%
Licensed Practical Nurses	450	208	243	334	287	-163	-36.2%
Nurse Practitioners	560	570	557	452	480	-80	-14.3%
Clinical Laboratory Technologists	152	136	113	88	102	-50	-32.9%
Occupational Therapists	291	336	288	227	257	-34	-11.7%
Physician Assistants	635	637	665	610	608	-27	-4.3%
Respiratory Therapists	23	23	28	0	0	-23	-100.0%
Occupational Therapy Assistants	66	57	68	35	46	-20	-30.3%
Nurse Anesthetists	11	11	13	10	0	-11	-100.0%

Source: Integrated Postsecondary Education Data System.

# Projected Future Demand for Health Workers in NYC

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- Home health aides
- RNs
- Nursing assistants
- LPNs

Stiegler K, Martiniano R, Forte G. [Health Care Employment Projections, 2019-2029: An Analysis of Bureau of Labor Statistics Projections by Setting and by Occupation](#). Rensselaer, NY: Center for Health Workforce Studies, School of Public Health, SUNY Albany; August 2021.

# Investments to Support Workforce Development: What Should We Do?

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- Pipeline strategies
  - Faculty development and retention, clinical placements
- Sustainable career ladder programs
  - Partnerships between educators and providers
- Transition to practice:
  - Mentoring, residencies
- Retention strategies
- Better data and evidence



# Questions?

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