

# NY Registered Nurses: What Do We Need to Know?

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# Center for Health Workforce Studies

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- An academic research center established in 1996 and based at the School of Public Health at UAlbany
- **Mission:** To provide timely, accurate information and conduct policy-relevant research about the health workforce
- **Goal:** To provide data and information that can assist in decision making on health workforce programs and policies
- **Funding** from a variety of sources including federal and state government, foundations, providers and their associations, labor unions

# COVID-19 Impacts on NY RNs

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- Changes in RN education
  - More simulation, less patient contact
  - New grads less prepared for transition to practice
  - Decline in NCLEX pass rates
- Demand for RNs is outweighing available supply
- Health care providers in all settings report that currently RNs are the most challenging profession to recruit and retain

# Critical Need for Data on New York's Active RN Workforce

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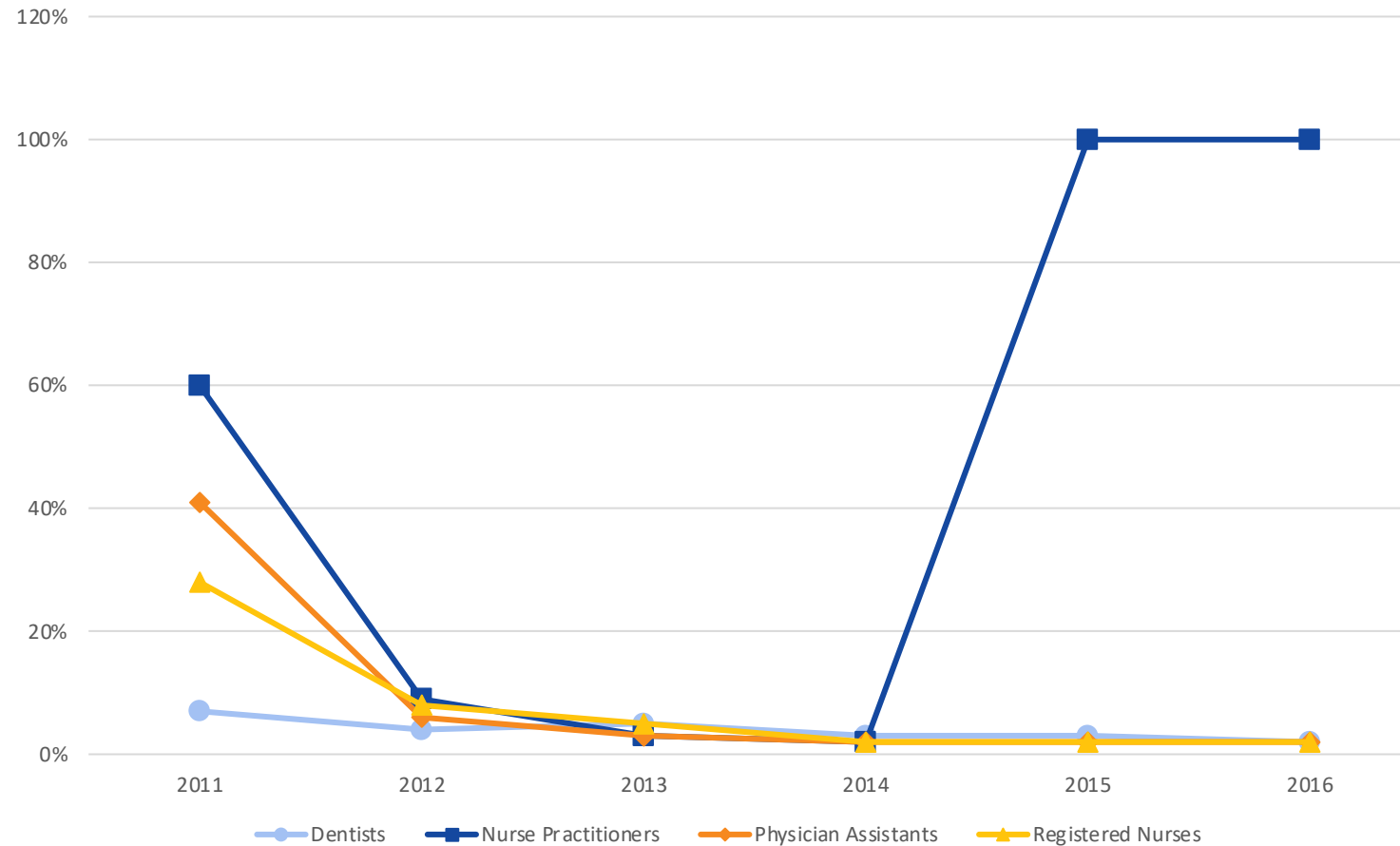
- Demographic characteristics
- Distribution
  - By geography
  - By setting
- Education level
- Practice characteristics
- Future plans

# Voluntary RN Re-Registration Survey

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- Working with SED, voluntary RN re-registration surveys were added to license renewal materials in 2008
- Initially effective with high response rate with mail-in license renewal
- Starting in 2012, SED moved to online license renewal
- As a result, survey response rates plummeted
- Data were insufficient for meaningful analyses

# Re-registration Survey Response Rates for Dentists, NPs, PAs, and RNs, 2011-2016



# What Changed?

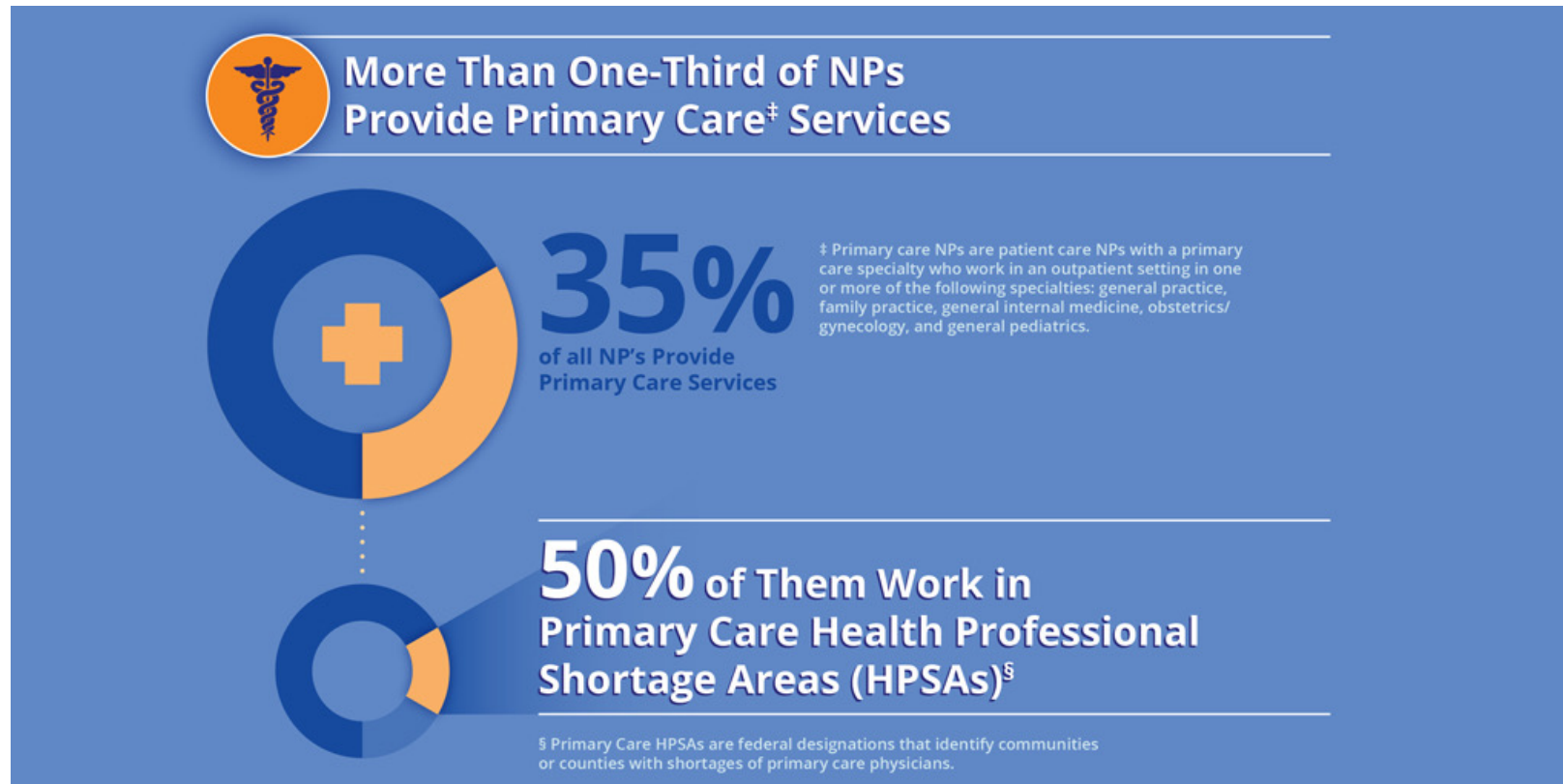
## Mandatory NP Re-Registration Survey

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- Effective September 1, 2015, certified NPs in NY were required by law to provide information to the state at the time of relicensure
- CHWS, working with SED and DOH, helped with survey design, data collection/compilation, and analysis
- Very high response rate
- Survey data used to disseminate information about the state's NP workforce

# Disseminating Information on NY Nurse Practitioners

- 2021 Report: [A Profile of New York State's Patient Care Nurse Practitioners](#)
- 2021 Research Brief: [Nurse Practitioner Diversity in New York State](#)
- Infographic: [Profile of Nurse Practitioners in New York State](#)





# Guiding Principles for Health Workforce Data Collection

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- Use the most cost-effective, efficient strategies for data collection
- Build on existing reporting requirements for health professionals in the state
- Develop brief, profession-specific surveys focused on key demographic, educational, and practice characteristics
- Make survey completion mandatory
- Link surveys to the registration/reregistration process

# Health Workforce Re-registration Surveys

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- Health Professions Data bill signed into law in 2021
  - Mandatory re-registration surveys for over 40 licensed health professions (excludes physicians)
  - No funding allocation to implement
  - CHWS, working with DOH and SED, identified limited resources to launching a small number of re-registration surveys, starting with registered nursing

# Next Steps

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- RN re-registration survey finalized
- Expect to go live very soon
  - <https://www.surveymonkey.com/r/BJNK3DW>
- Up next: LPN re-registration survey
- Unlikely to add more professions without additional funding

# Looking Ahead

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Need to continue monitoring the state's nursing workforce

- Educational pipeline
  - Annual Deans and Directors surveys
- Supply and distribution
  - RN re-registration survey
- Demand
  - Provider recruitment and retention surveys

# Questions?

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- For more information, please email me at [jmoore@albany.edu](mailto:jmoore@albany.edu)
- Visit us at:



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