

Understanding the RN Education Pipeline in New York State

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June 14, 2023

National Forum of State Nursing Workforce Centers' 2023 Annual Conference



Center for Health Workforce Studies

- Established in 1996
- Based at the University at Albany School of Public Health
- Committed to collecting and analyzing data to understand workforce dynamics and trends
- Goal: Assisting health workforce planners to understand issues related to the supply, demand, distribution, and the use of health workers

Today's Presentation

- Data and Methods
- Nursing Graduations
- Applications and Acceptances
- Turning Away Qualified Applicants
- Faculty Vacancies
- Clinical Experience
- Job Market

RN Education Data

- Graduation data from New York State Education Department
- NY Registered Nurse (RN) Education Survey
 - Conducted in collaboration with Center for Nursing at the Foundation of NYS Nurses, Inc
 - Surveys of all RN education programs in New York State
 - Conducted in Summer and Fall of 2022
 - 54% response rate (72/134)
 - 29 ADN and 43 BSN programs responded

Survey Questions

- Questions on:
 - Program applications and acceptances
 - Assessment of the job market for newly-trained RNs
 - Faculty recruitment and retention issues
 - Use of simulation for clinical training
 - Impact of COVID-19 on educational programs and on the job market for newly-trained RNs

New York State Regions



New RN Graduations Have Been Increasing

New RN Graduations 2019–2022 by Region

Region	Academic Year				Change 2019–2022	
	2019	2020	2021	2022	Number	Percent
Capital District	473	515	505	526	53	11.2%
Central New York	416	505	530	490	74	17.8%
Finger Lakes	879	901	783	884	5	0.6%
Hudson Valley	980	917	1,162	1,350	370	37.8%
Long Island	1,350	1,479	1,476	1,576	226	16.7%
Mohawk Valley	331	374	339	318	-13	-3.9%
New York City	3,390	4,022	3,887	3,894	504	14.9%
North Country	407	355	345	335	-72	-17.7%
Southern Tier	384	414	420	351	-33	-8.6%
Western New York	858	756	983	893	35	4.1%
Online Only	124	138	235	145	21	16.9%
Totals	9,592	10,376	10,665	10,762	1,170	12.2%

Sources: NYSED, Excelsior College, and Empire State University.

BSN Completer Graduations Have Also Been Increasing

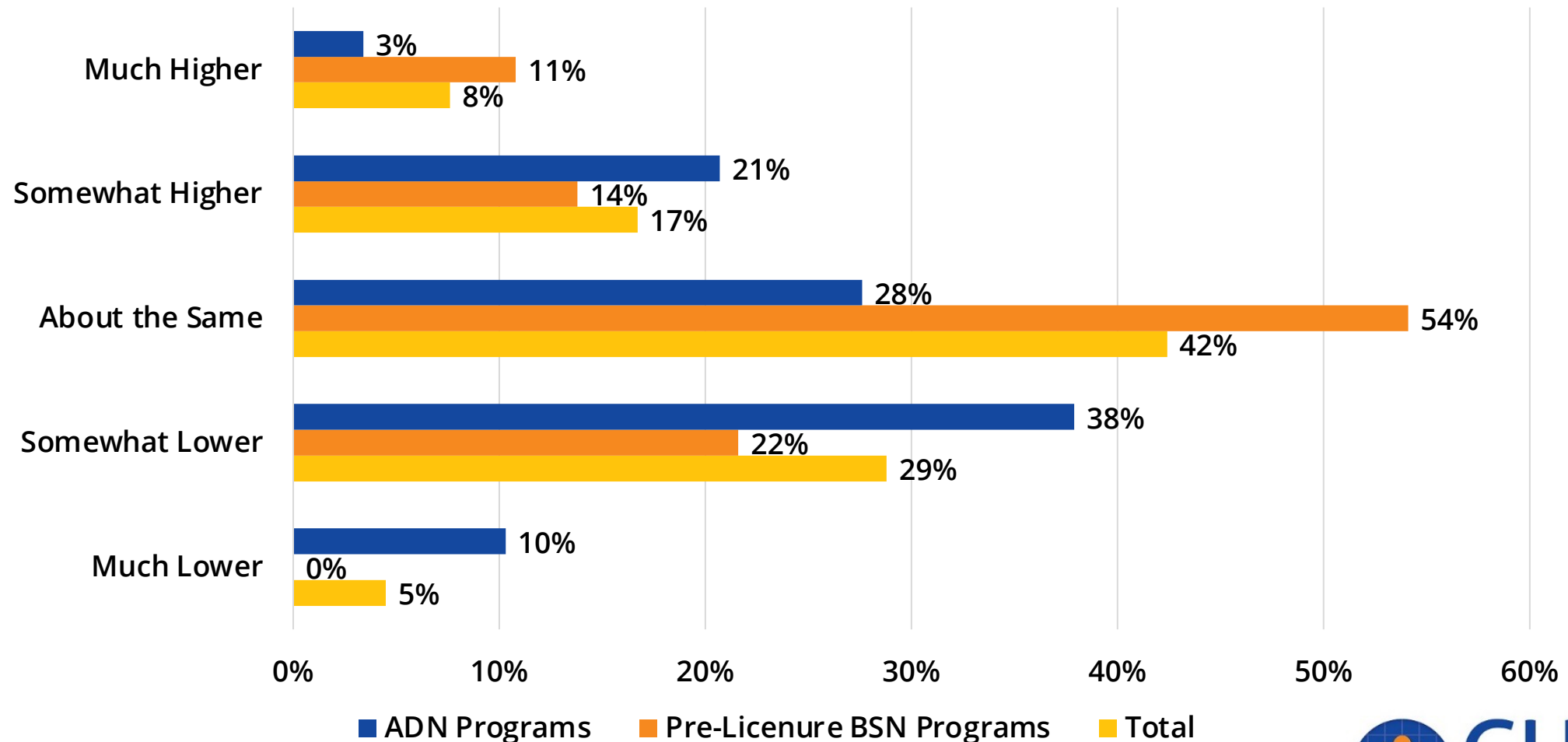
BSN Completer Graduations 2019–2022 by Region

Region	Academic Year				Change 2019–2022	
	2019	2020	2021	2022	Number	Percent
Capital District	56	32	66	56	0	0.0%
Central New York	118	103	105	136	18	15.3%
Finger Lakes	303	348	264	432	129	42.6%
Hudson Valley	41	33	34	128	87	212.2%
Long Island	173	118	183	161	-12	-6.9%
Mohawk Valley	171	139	103	96	-75	-43.9%
New York City	482	480	341	458	-24	-5.0%
North Country	66	97	82	51	-15	-22.7%
Southern Tier	0	76	283	252	252	N/A
Western New York	288	270	297	235	-53	-18.4%
Online Only	253	193	184	151	-102	-40.3%
Totals	1,951	1,889	1,942	2,156	205	10.5%

Sources: NYSED, Excelsior College, and Empire State University

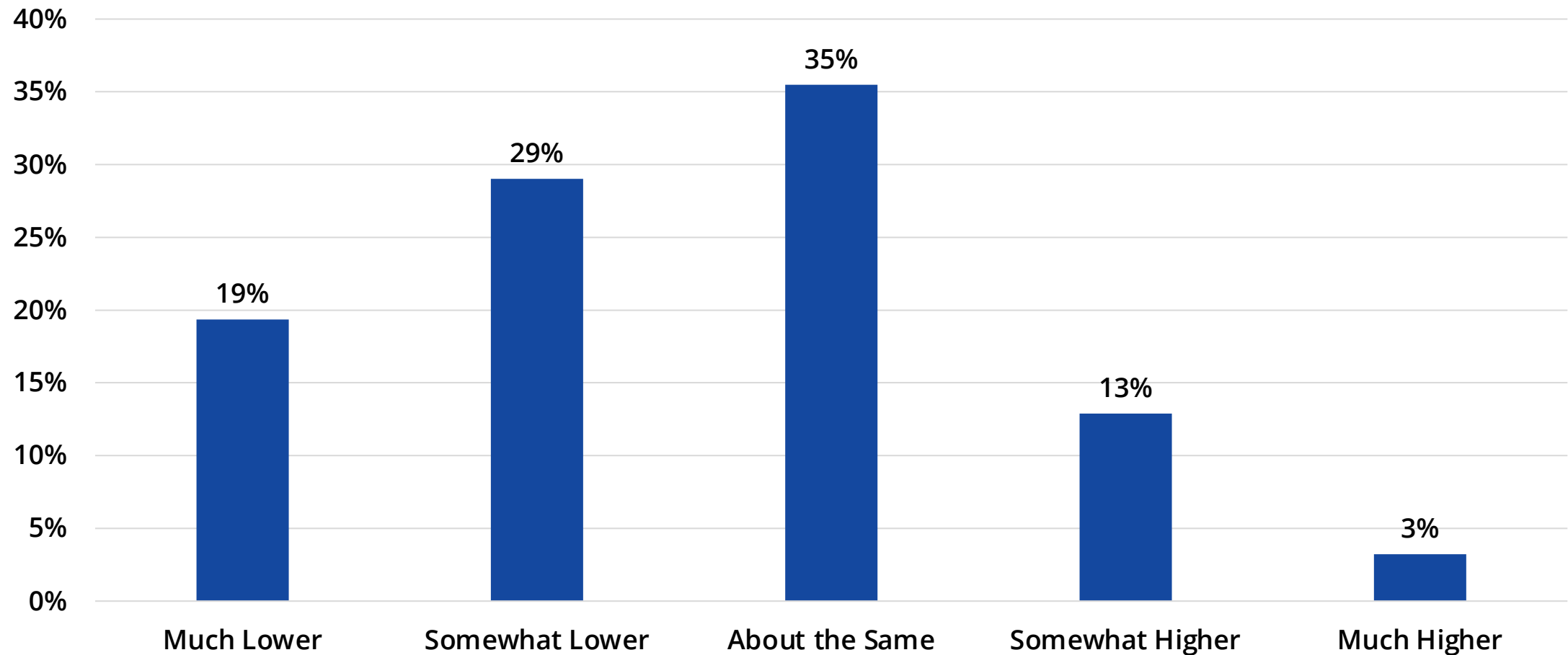
42% of ADN and BSN Programs Indicated That Applications to Their Programs Remained the Same in 2022

Change in the Number of Applications in 2022 Compared to 2021 by Degree Type



Applications to BSN Completer Programs Declined Between 2021 and 2022

Change in the Number of Applications to BSN Completer Programs in 2022 Compared to 2021



More Private RN Education Programs Reported Increases in Applications Than Public RN Education Programs in 2022

Changes in the Number of Applications in 2022 Compared to 2021 by Program Sponsor

	CUNY	SUNY	Private	Total
Much Higher	0.0%	4.3%	12.5%	7.4%
Somewhat Higher	20.0%	8.7%	25.0%	16.2%
About the Same	80.0%	43.5%	31.3%	44.1%
Somewhat Lower	0.0%	34.8%	28.1%	27.9%
Much Lower	0.0%	8.7%	3.1%	4.4%

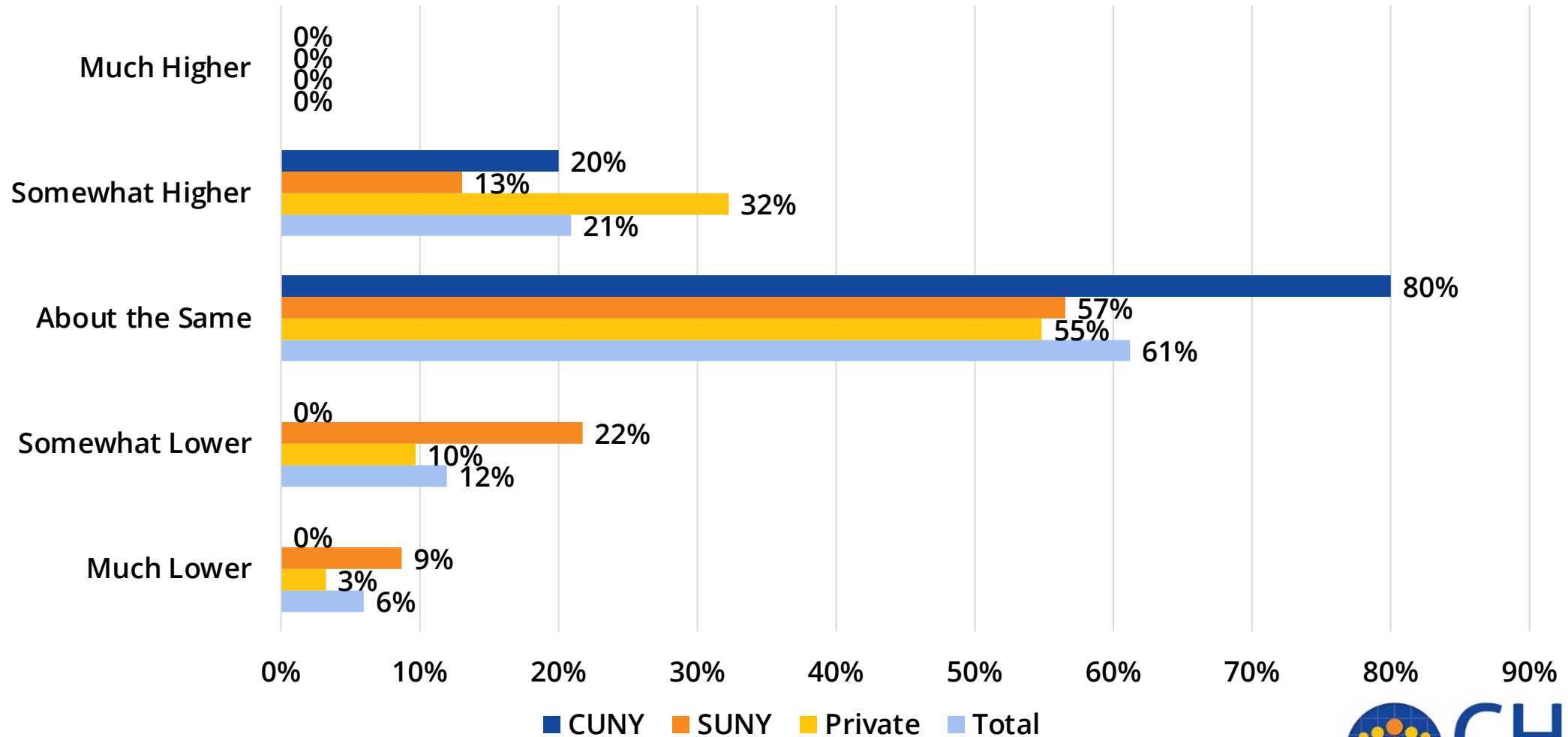
The Majority of Programs Reported that Acceptances Were About the Same in 2022 Compared to 2021

Changes in the Number of Acceptances in 2022 Compared to 2021 by Degree Type

	ADN Programs	BSN Programs	
		Licensure Qualifying	Completers
Much Higher	0.0%	0.0%	0.0%
Somewhat Higher	24.1%	19.4%	12.9%
About the Same	51.7%	66.7%	51.6%
Somewhat Lower	17.2%	8.3%	19.4%
Much Lower	6.9%	5.6%	16.1%

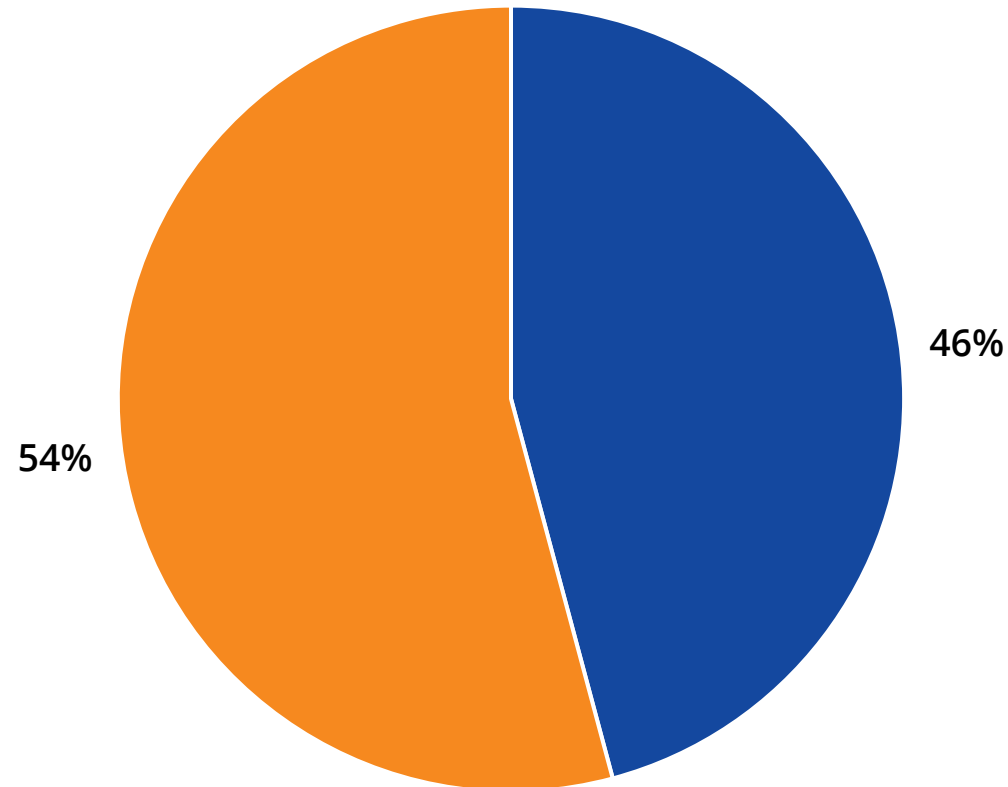
More Private Programs Reported That Acceptances Were Somewhat Higher Than Public Programs in 2022

Change in the Number of Acceptances in 2022 Compared to 2021 by Sponsorship



46% of Nursing Programs Reported Turning Away Qualified Applicants

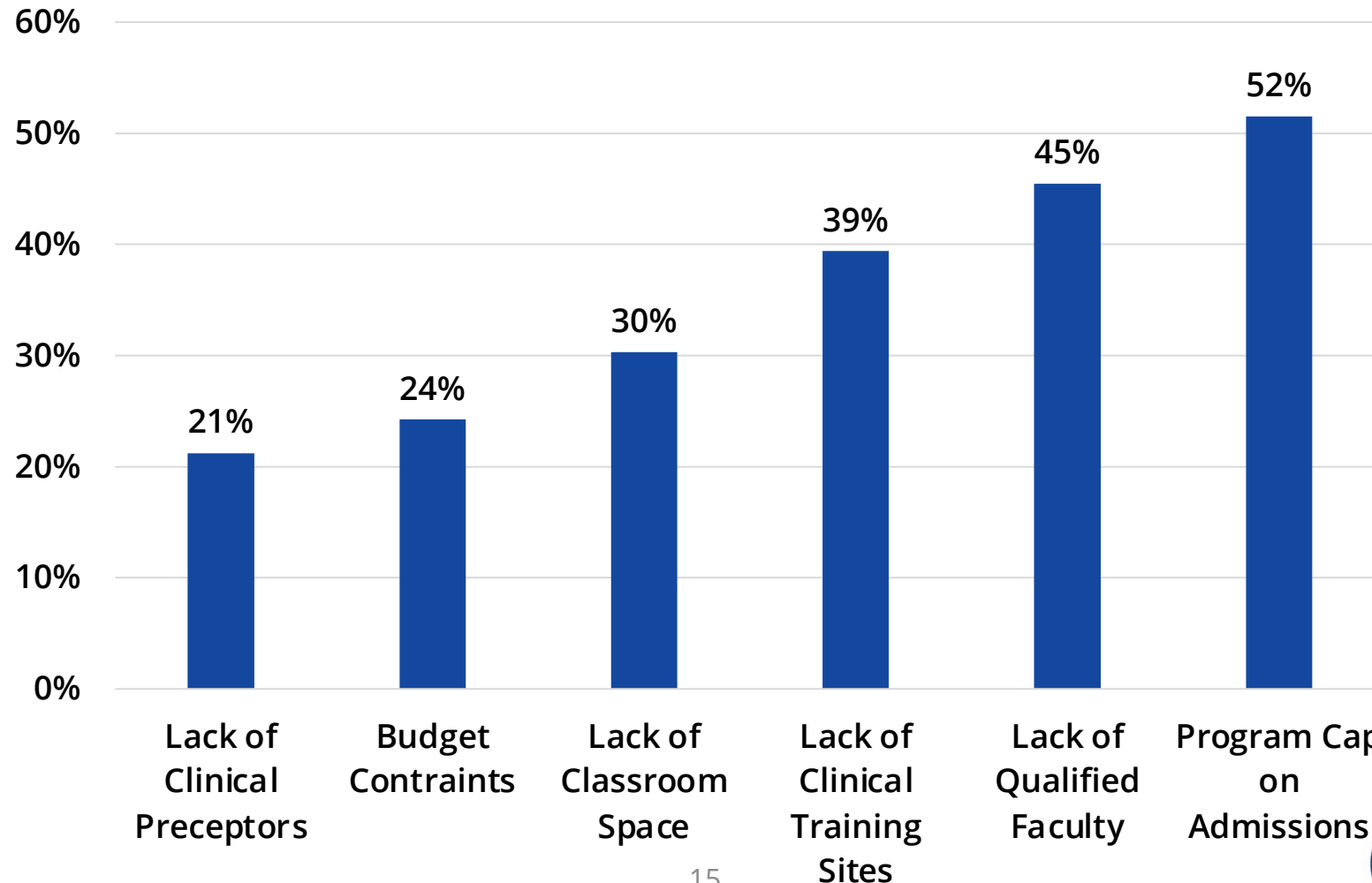
Did You Turn Away Qualified Applicants in 2022?



■ Yes ■ No

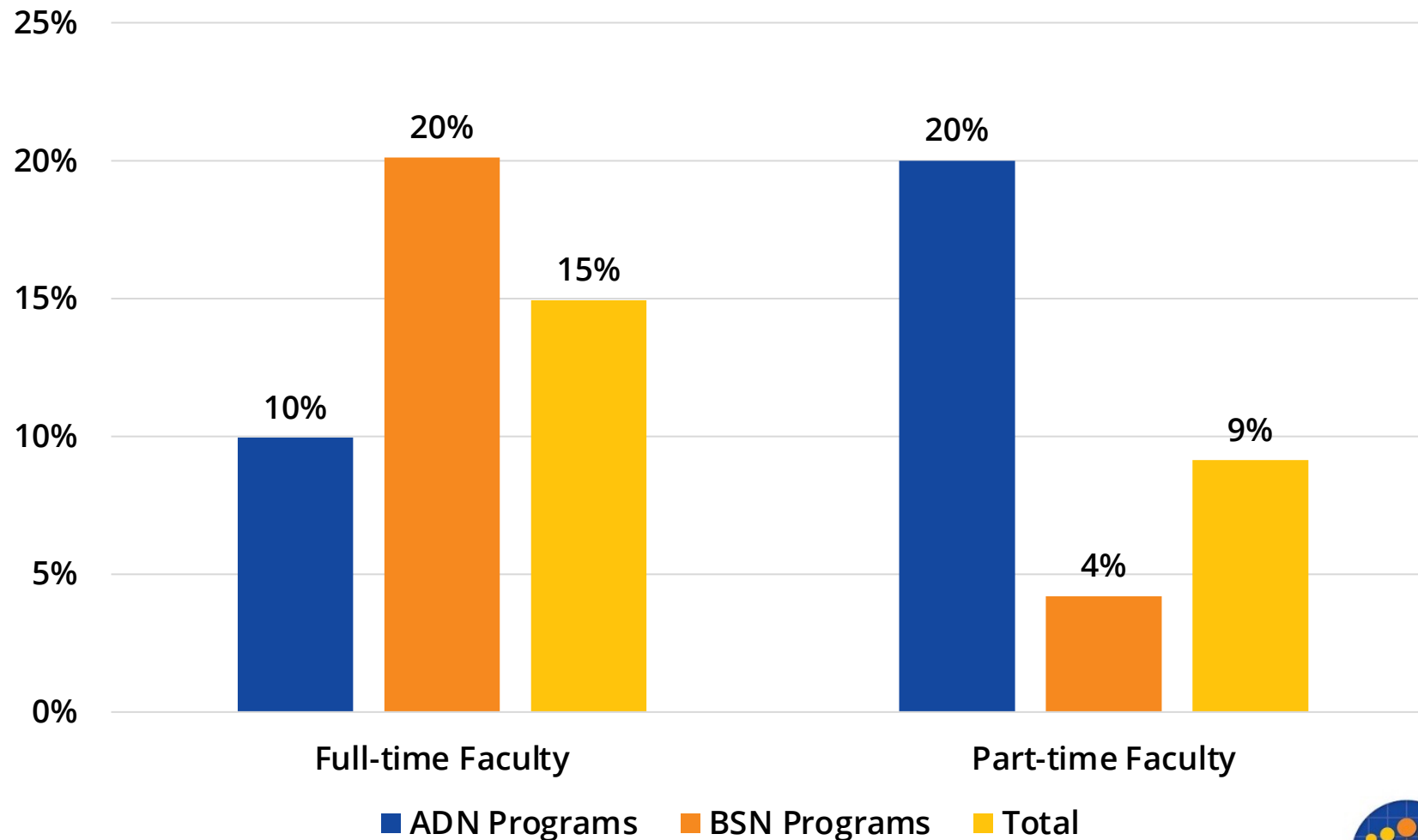
Program Cap Admissions and Lack of Qualified Faculty Were the Main Reasons Cited for Turning Away Qualified Applicants

Reasons for Turning Away Qualified Applicants From RN Education Programs in 2022



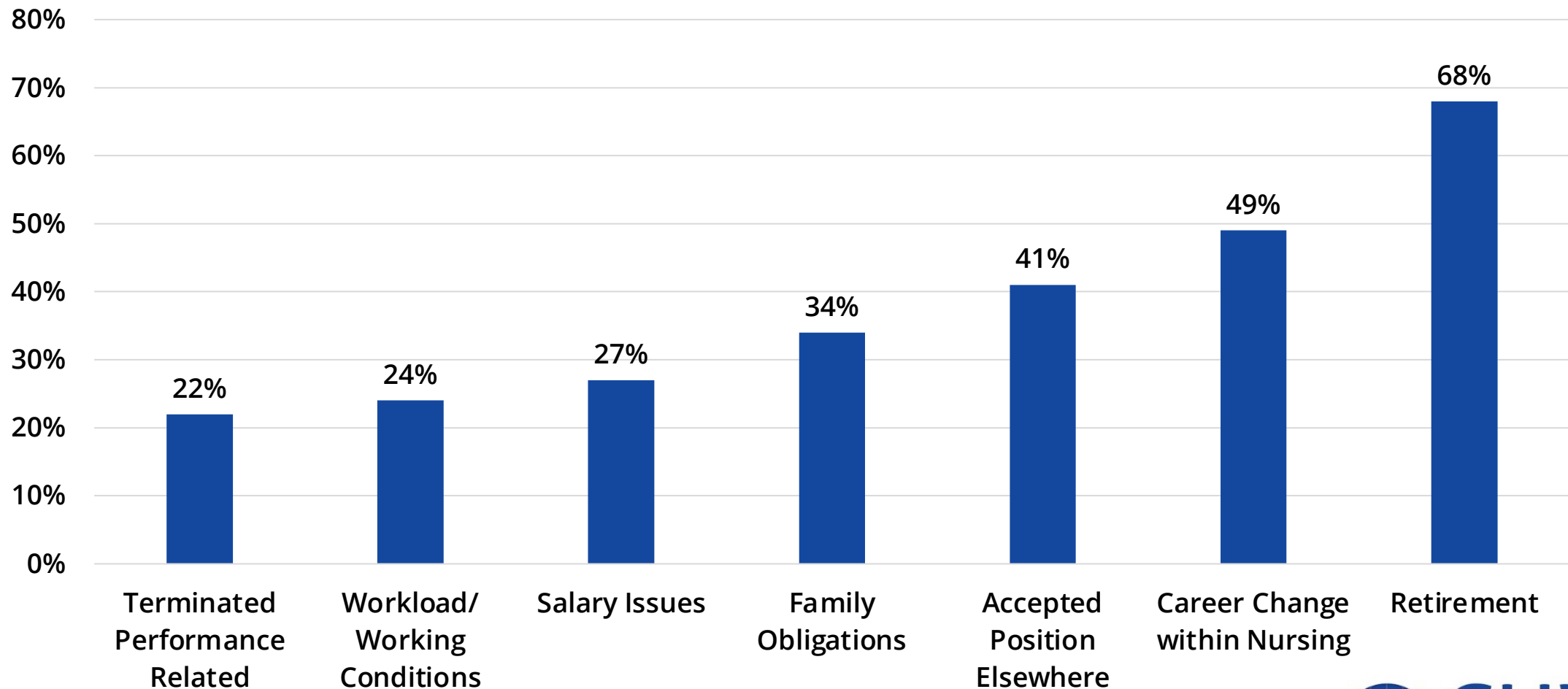
10% of ADN and 20% of BSN Programs Reported Full-time Faculty Vacancies

Faculty Vacancy Rates for Full-time and Part-time Faculty in 2022



68% of RN Programs Reported That Retirement Contributed Substantially to Faculty Departures

Reasons for Faculty Leaving Their Position



Offering Higher Salaries and Hiring BSNs Completing Their Master's Were Key Strategies for Filling Faculty Positions

Strategies Used by RN Programs to Fill Vacant Full-time Faculty Positions

Strategies	Prior to the Pandemic	Academic Year (2021-2022)
Salary Increases	15.3%	27.8%
Hired BSNs Completing their Master's	19.4%	25.0%
Converted Part-time to Full-time Positions	12.5%	9.7%
Faculty Grants	4.2%	8.3%
Research Assistance	4.2%	6.9%

52% of RN Programs Indicated That COVID-19 Reduced the Amount of Direct Clinical Experience for Students

Programs Indicating That COVID-19 Reduced Direct Clinical Experience for Students in 2022, by Degree Type

	ADN Programs	BSN Programs	Total
Yes	58.1%	47.2%	52.2%
No	41.9%	47.2%	44.8%
Unsure	0.0%	5.6%	3.0%

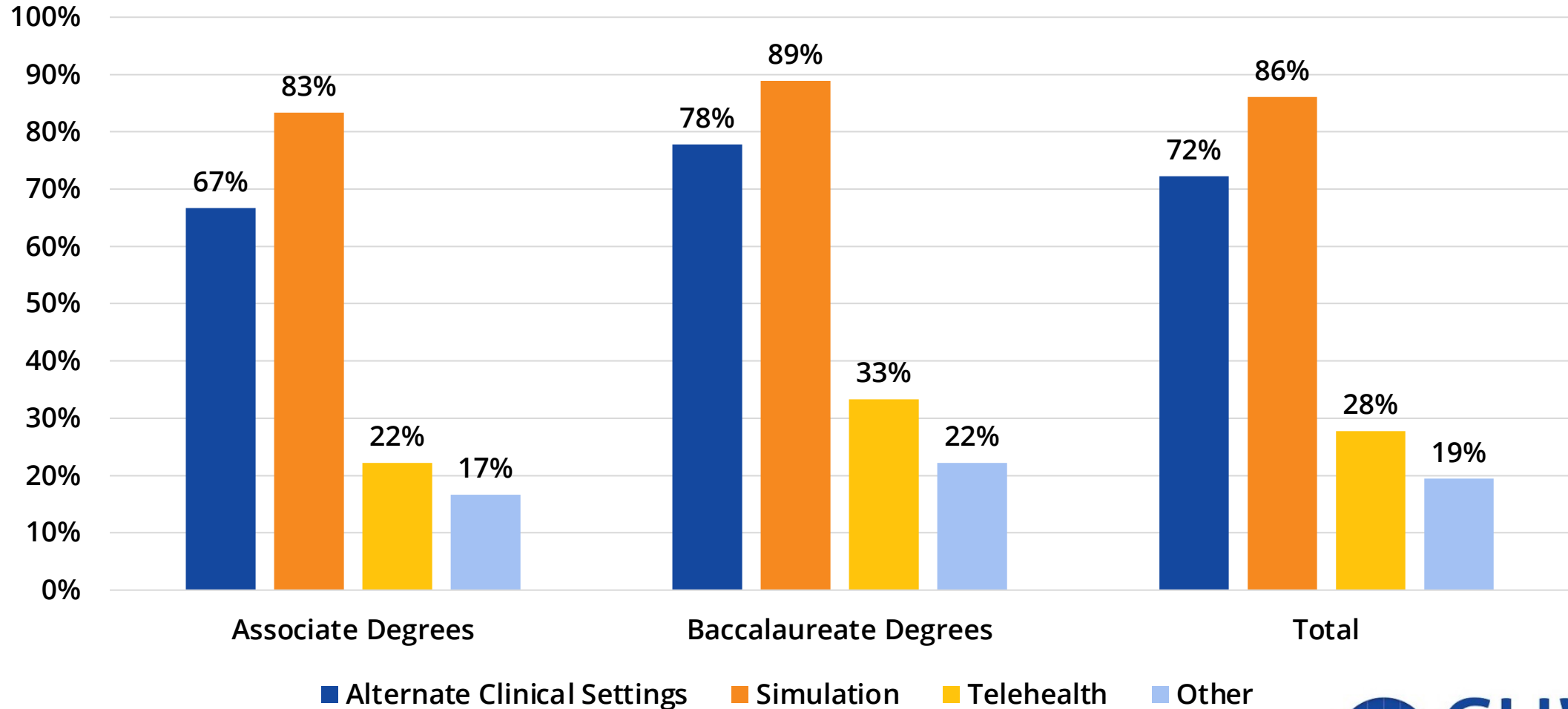
80% of CUNY Programs Indicated That COVID-19 Reduced the Amount of Direct Clinical Experience for Students

Programs Indicating That COVID-19 Reduced Direct Clinical Experience for Students in 2022, by Sponsorship

	CUNY	SUNY	Private	Total
Yes	80.0%	54.2%	48.4%	52.2%
No	20.0%	45.8%	48.4%	44.8%
Unsure	0.0%	0.0%	3.2%	3.0%

Simulation and Alternate Clinical Settings Were Used to Assist Nursing Students to Meet Their Clinical Training Requirements

Alternatives to Direct Clinical Experiences for Nursing Students in 2022, by Degree Type



59% of BSN Programs Indicated That Lack of Direct Patient Care Experience Had a Moderate/Major Impact on the Readiness of New RNs

Did Lack of Direct Patient Care Experience Impact the Readiness of New RNs, by Degree Type

	ADN Programs	BSN Programs	Total
Major Impact	16.7%	23.5%	20.0%
Moderate Impact	27.8%	35.3%	31.4%
Minimal Impact	16.7%	29.4%	22.9%
No Impact	0.0%	5.9%	2.9%
Don't Know	38.9%	5.9%	22.9%

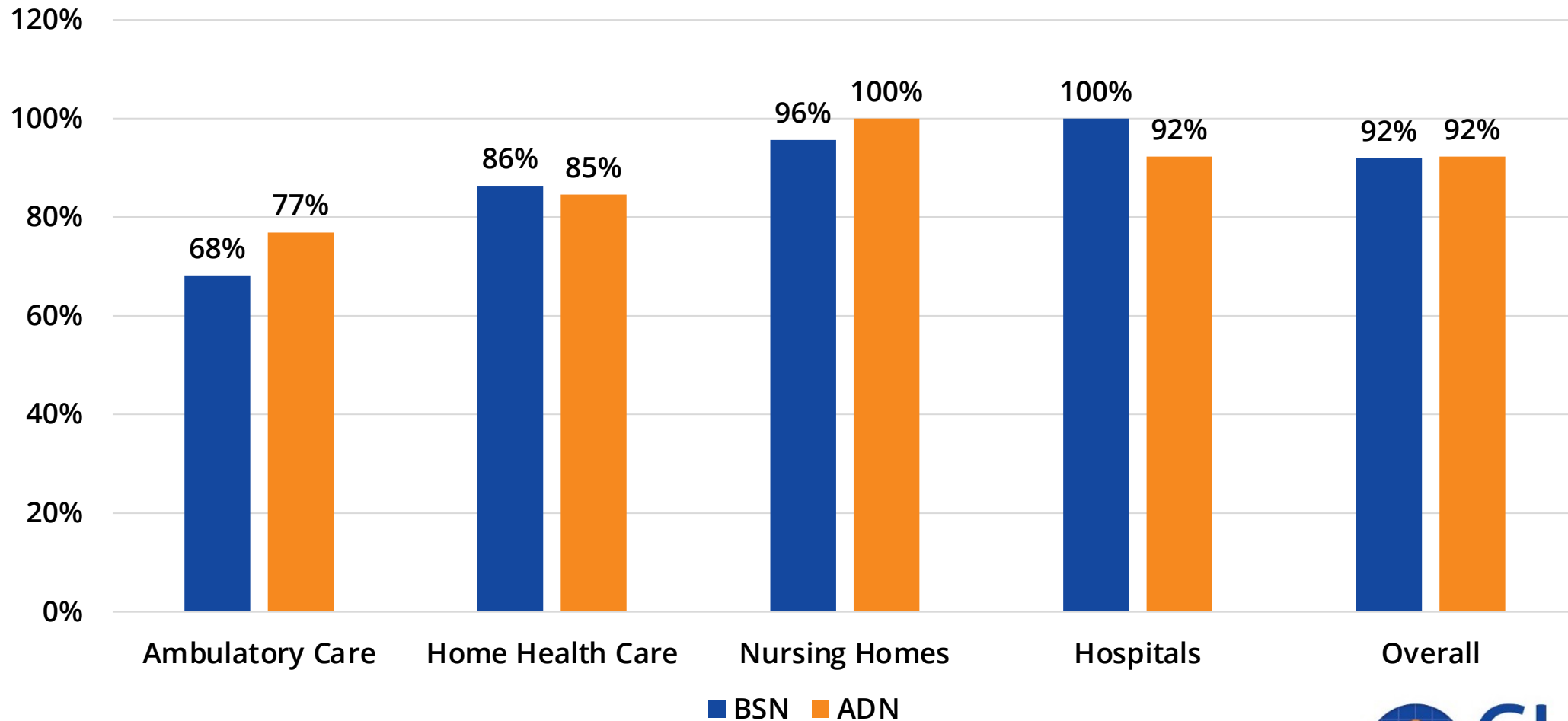
51% of RN Programs Indicated That Lack of Direct Patient Care Experience Had a Moderate/Major Impact on the Readiness of New RNs

Did Lack of Direct Patient Care Experience Impact the Readiness of New RNs, by Degree Type

	CUNY	SUNY	Private	Total
Major Impact	25.0%	16.7%	20.0%	20.0%
Moderate Impact	25.0%	33.3%	33.3%	31.4%
Minimal Impact	25.0%	8.3%	26.7%	22.9%
No Impact	0.0%	8.3%	0.0%	2.9%
Don't Know	25.0%	33.3%	20.0%	22.9%

The Vast Majority of Programs Reported Many Jobs for Their Graduates

Perception of Job Market for Newly-Trained RNs, by Setting and Degree Type



What Does the Future Hold?

- RN graduations in New York continue to increase
- Though some rural areas saw a decline in graduations
- Current issues with nursing education programs may impact future graduations:
 - Faculty vacancies
 - Lack of clinical training sites
 - Lack of clinical preceptors

Summary

- Almost half of RN programs in New York turned away qualified applicants
- 15% of RN programs reported full-time faculty vacancies
- More than half of RN programs indicated that COVID-19 reduced the amount of direct clinical experience for students in 2022 academic year
- More than half of RN programs indicated that lack of direct patient care experience had a moderate or major impact on the readiness of new RNs
- More than 90% of programs reported that there were many jobs for their graduates

Contact Information

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