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BACKGROUND

- Registered nursing continues to be the largest licensed health care profession nationally and in New York State (NYS)
- Despite continued growth in the number of licensed registered nurses (RNs) in New York State, providers across all health care settings report difficulty recruiting and retaining RNs
- Newly-trained nurses entering the workforce are turning over more quickly than they have in the past
- Deans of NYS nursing programs reported an increasing number of faculty departures, shortages of clinical preceptors, and limits on available clinical trainings slots
- Annual survey of deans of NYS's RN nursing programs provides critical information on the production of RNs in the state that can assist stakeholders to better understand the relationship between RN production and the supply of the state's nursing workforce

METHODS

- In the summer and fall of 2022, all RN nursing programs in NYS were surveyed, with a 54% response rate
- Survey asked questions about:
 - Changes in applications and acceptances
 - Job market for newly-trained RNs
 - Faculty recruitment and retention issues
 - Use of simulation for clinical training
 - Impact of COVID-19 on the educational programs and on the job market for newly trained RNs
- Data on the number of RN graduations were obtained from the NYS Education Department
 - Graduations for 2022 were imputed based on historical data for those programs which had not yet reported 2022 graduations to NYSED
 - Graduations of NYS residents from the 2 New York State online-only programs (Excelsior College and Empire State University (formerly known as SUNY Empire State College)) were obtained directly from the 2 programs
- Data were analyzed by Department of Labor (DOL) region, degree type, and sponsorship, including City University of New York (CUNY), State University of New York (SUNY), and private schools

RESULTS

Statewide, the number of RN graduations rose between 2019-2022, though a few regions saw declines.

- Between 2019-2022, new RN graduations (excluding BSN-completers) in NYS increased by just over 12%
- Largest increase in new RN graduations occurred in New York City, followed by the Hudson Valley and Long Island regions

TABLE 1. RN Graduations in New York State, 2019-2022, by Region

Region	Academic Year				Change 2019-22	
	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 also increased between 2019-2022, though at a slightly lower rate than new RN graduations
- The largest increases in BSN-completer graduations occurred in the Southern Tier and Finger Lake regions.

TABLE 2. BSN-Completer Graduations in New York State, 2019-2022, by Region

Region	Academic Year				Change 2019-22	
	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.

* BSN-completers are those RNs already holding an RN diploma or ADN degree who obtained a BSN.

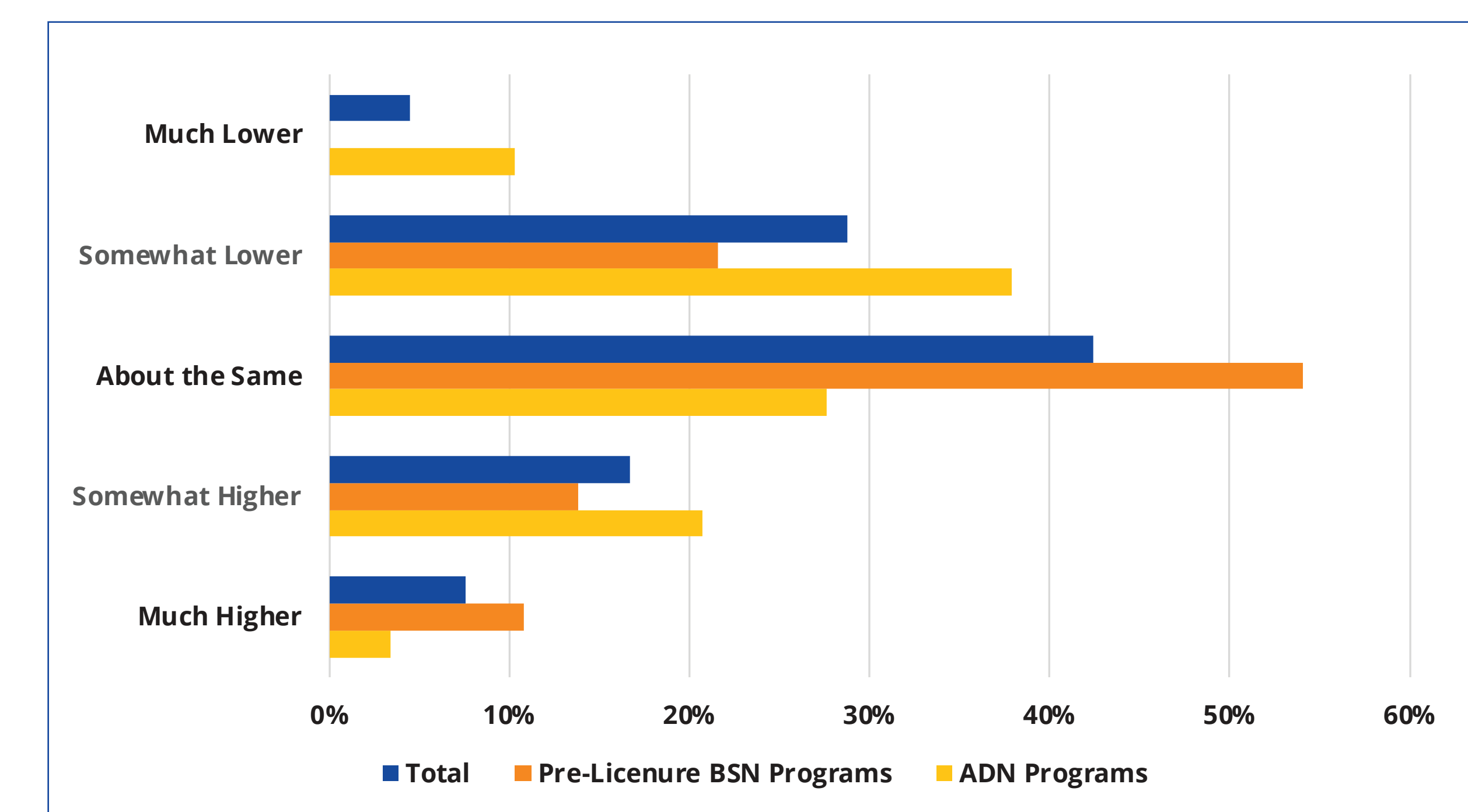
Nearly half of nursing deans reported turning away qualified applicants from their programs, citing faculty vacancies and limits on clinical training slots as reasons for doing so.

RESULTS

Deans from nursing programs indicated that applications to their programs remained the same between 2021 and 2022.

- Forty-two percent of respondents from ADN and pre-licensure BSN programs indicated that applications remained the same in 2022, compared to 2021
 - 54% of pre-licensure BSN programs
 - 28% of ADN programs

FIGURE 1. Change in Number of Applications to New York State RN Education Programs in 2022 Compared to 2021, by Degree Type



RESULTS

The majority of deans reported that acceptances were about the same in 2022, compared to 2021.

- Two-thirds of deans from pre-licensure BSN programs reported no change in the number of acceptances in 2022, compared to 2021
- Over half (52%) of deans of ADN programs and BSN-completer programs reported no change in the number of acceptances

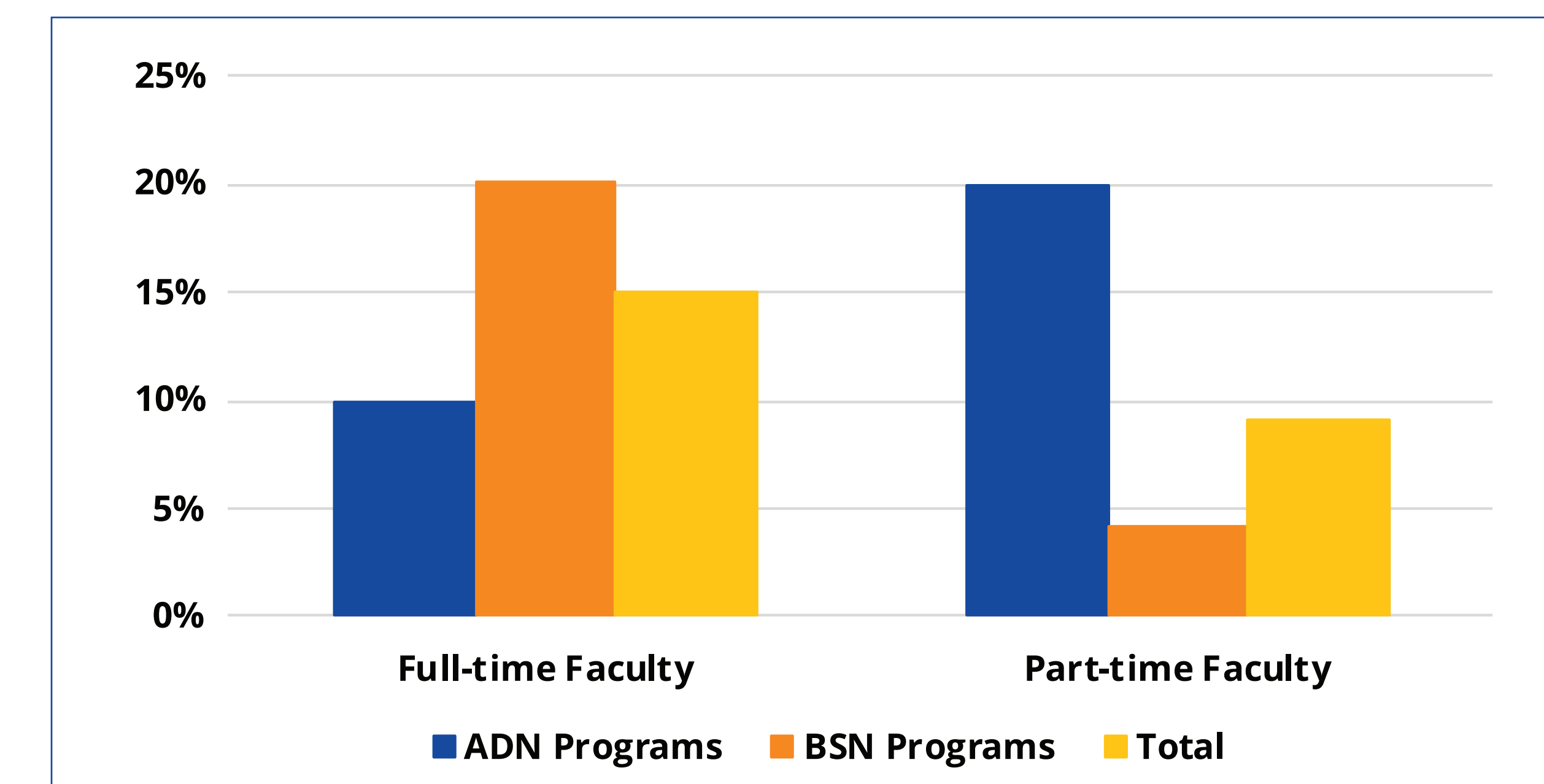
TABLE 3. Change in Number of Acceptances to New York State Nursing Education Programs, 2022 Compared to 2021, by Degree Type

	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%

Deans of nursing programs reported, on average, a 15% vacancy rate for full-time faculty in the 2022 academic year.

- On average, deans of NYS nursing programs reported a vacancy rate of 15% for full-time faculty and 9% for part-time faculty in the 2022 academic year
- Deans of BSN programs reported, on average, a 20% vacancy rate for full-time faculty while deans of ADN programs reported, on average, a 20% vacancy rate for part-time faculty

FIGURE 2. Faculty Vacancy Rates for Full-time and Part-time Faculty for 2022 at New York State Nursing Education Programs, by Degree Type



Just over half of respondents (52%) indicated that the COVID-19 pandemic reduced the amount of direct clinical experiences that their students had in the 2022 academic year.

- Over 58% of ADN deans and 47% of pre-licensure BSN deans indicated that the COVID-19 pandemic reduced the amount of direct clinical experience for their students

DISCUSSION

- There is strong demand for RNs currently as well as projected growing future demand for them
- Statewide, there was a 12% increase in the number of RN graduations in New York State between 2019-2022
- However, not all regions of the state saw an increase in the number of new RN graduates over that time period
- Nearly half of nursing deans reported turning away qualified applicants from their programs, citing faculty vacancies and limits on clinical training slots as reasons for doing so
- These challenges could, in the near term, result in fewer admissions and fewer graduates, which could widen the RN supply/demand gap

CONCLUSIONS

- RNs are an integral part of the health care delivery system in NYS, providing patient care in a variety of health care settings
- Growing demand for RNs is expected to continue over the next decade
- It is important to monitor the RN education pipeline as well as to understand the issues faced by nursing education programs that could adversely impact the production of new RNs
- Data from this research can be used to inform programs and policies to assure the steady production of NYS RNs

REFERENCE

Martiniano R, Moore J. *Trends in New York State Registered Nurse Graduations, 2019-2022*. Rensselaer, NY: Center for Health Workforce Studies, School of Public Health, SUNY Albany; June 2023.

LINK TO RESEARCH BRIEF

