

Trends in New York State RN Graduations, 2014–2023

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October 10, 2024

NYS Council of Associate Degree Nursing



Center for Health Workforce Studies

- The Center for Health Workforce Studies (CHWS)—established in 1996—is an academic research center based at the College of Integrated Health Sciences at the University at Albany, State University of New York
- Mission: To provide timely, accurate information and conduct policy-relevant research about the health workforce
- Goal: To assist health, professional, and educational organizations, policy makers, planners, and other stakeholders to understand issues related to the supply, demand, distribution, and the use of health workers

CHWS Available Reports

- Health Care Worker Recruitment and Retention in New York State: What Are the Issues?
- Understanding and Responding to Registered Nursing Shortages in Acute Care Hospitals in New York
- The Health Care Workforce in New York State: Trends in the Supply of and Demand for Health Care Workers
- Trends in New York State Registered Nurse Graduations, 2019-2022

Survey and Report Methods

Survey Data

- Worked with Nursing Research Center and Deans and Directors
 - Update survey questions
 - Publicize survey
- Separate surveys for:
 - ADN programs
 - BSN programs
- Available Fall of 2023 and Spring of 2024

Graduation Data

- Primarily used SED data to document trends in graduations

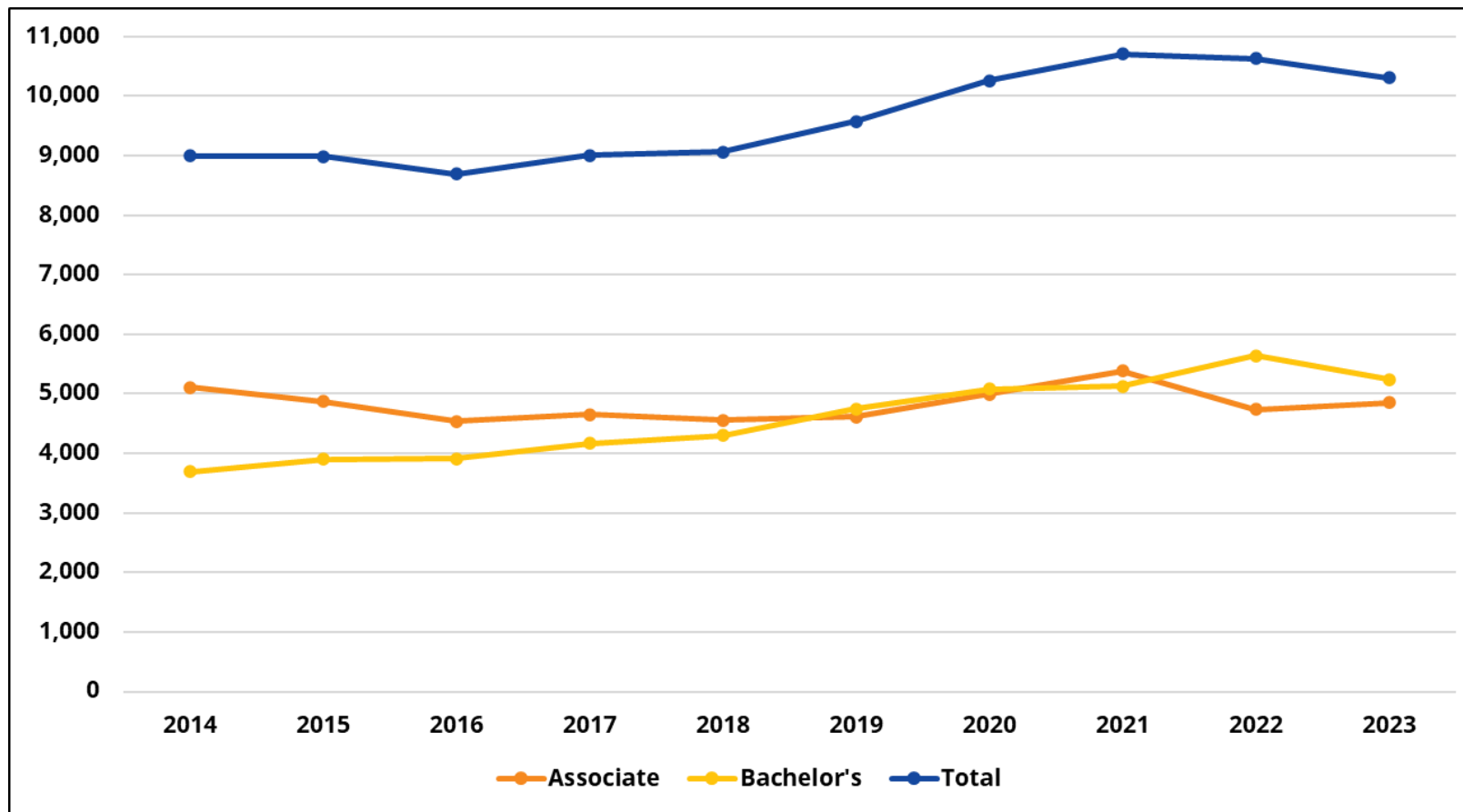
62% of NYS Programs Responded to the Survey

- 53% ADN programs
- 70% BSN programs

- 56% CUNY programs
- 60% SUNY programs
- 64% Privately sponsored programs

There Has Been a Slight Decline in RN Graduations Since 2021

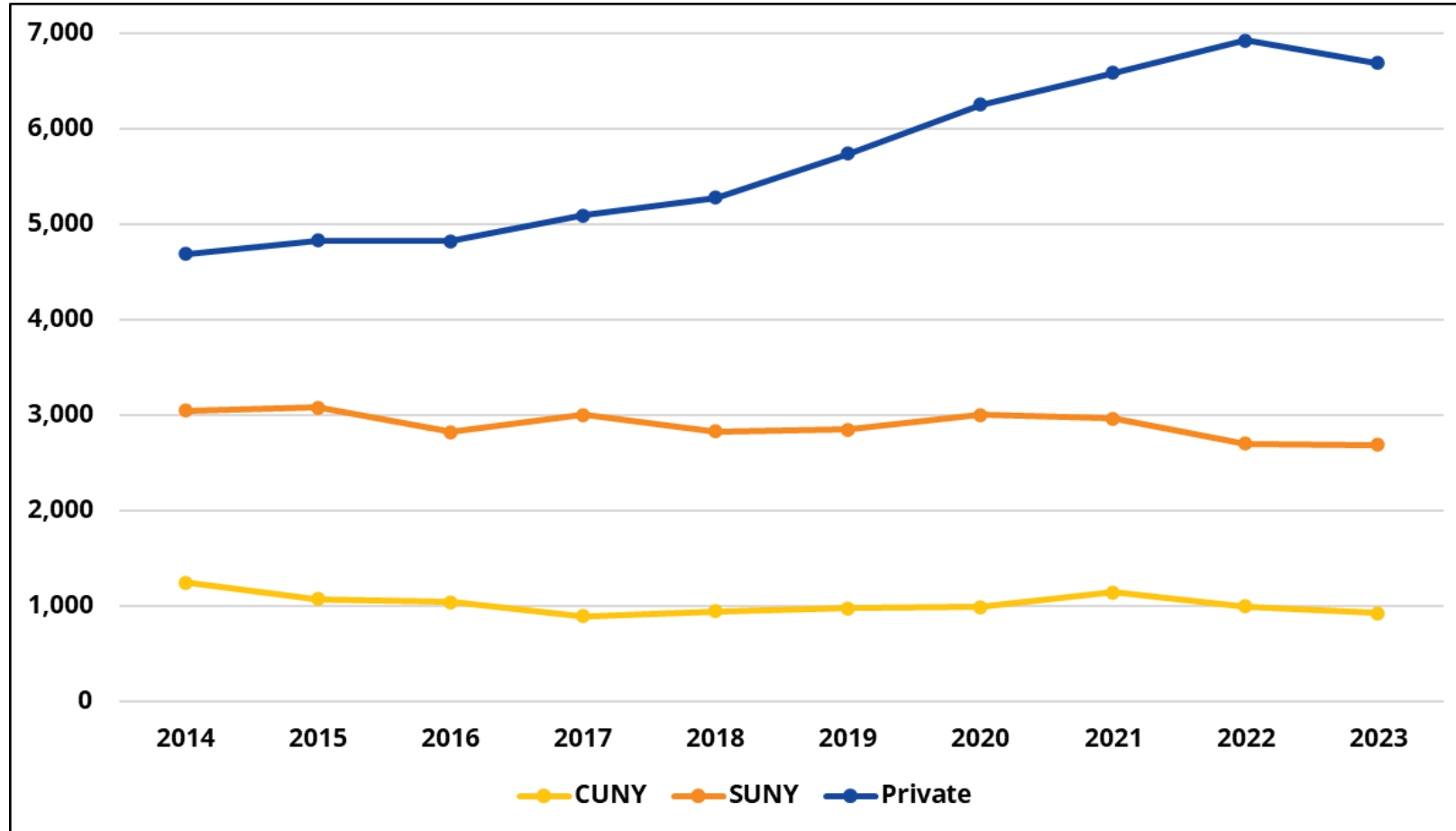
New RN Graduations in New York State by Degree, 2014-2023



Sources: New York State Education Department; National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS); the City University of New York 2023 Nursing Degree Programs Report; and Excelsior University.

RN Graduations Declined Between 2022 and 2023 for All Types of Nursing Programs

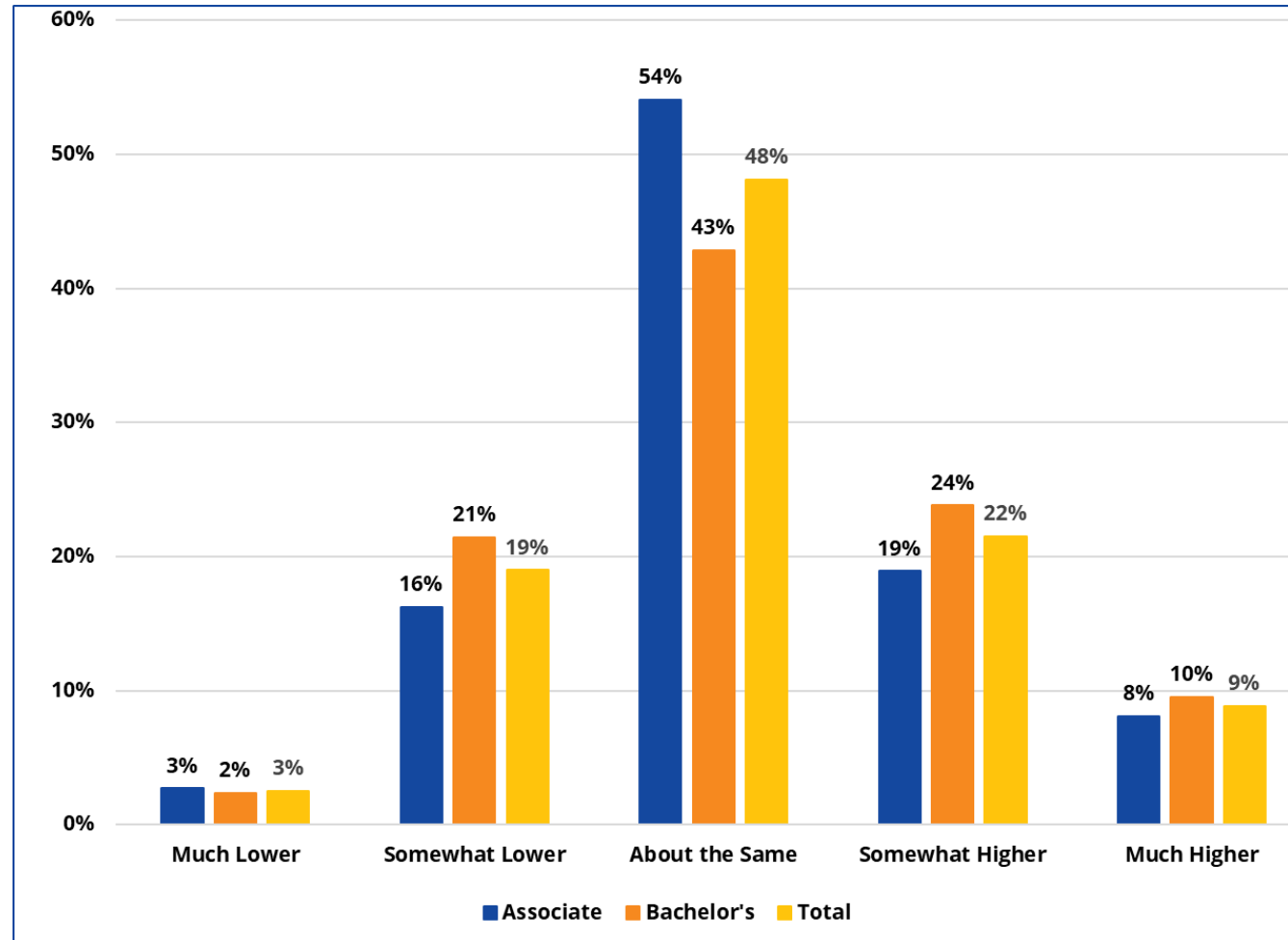
New RN Graduations in New York State by Sponsor, 2014 - 2023



Sources: New York State Education Department; National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS); the City University of New York 2023 Nursing Degree Programs Report; and Excelsior University.

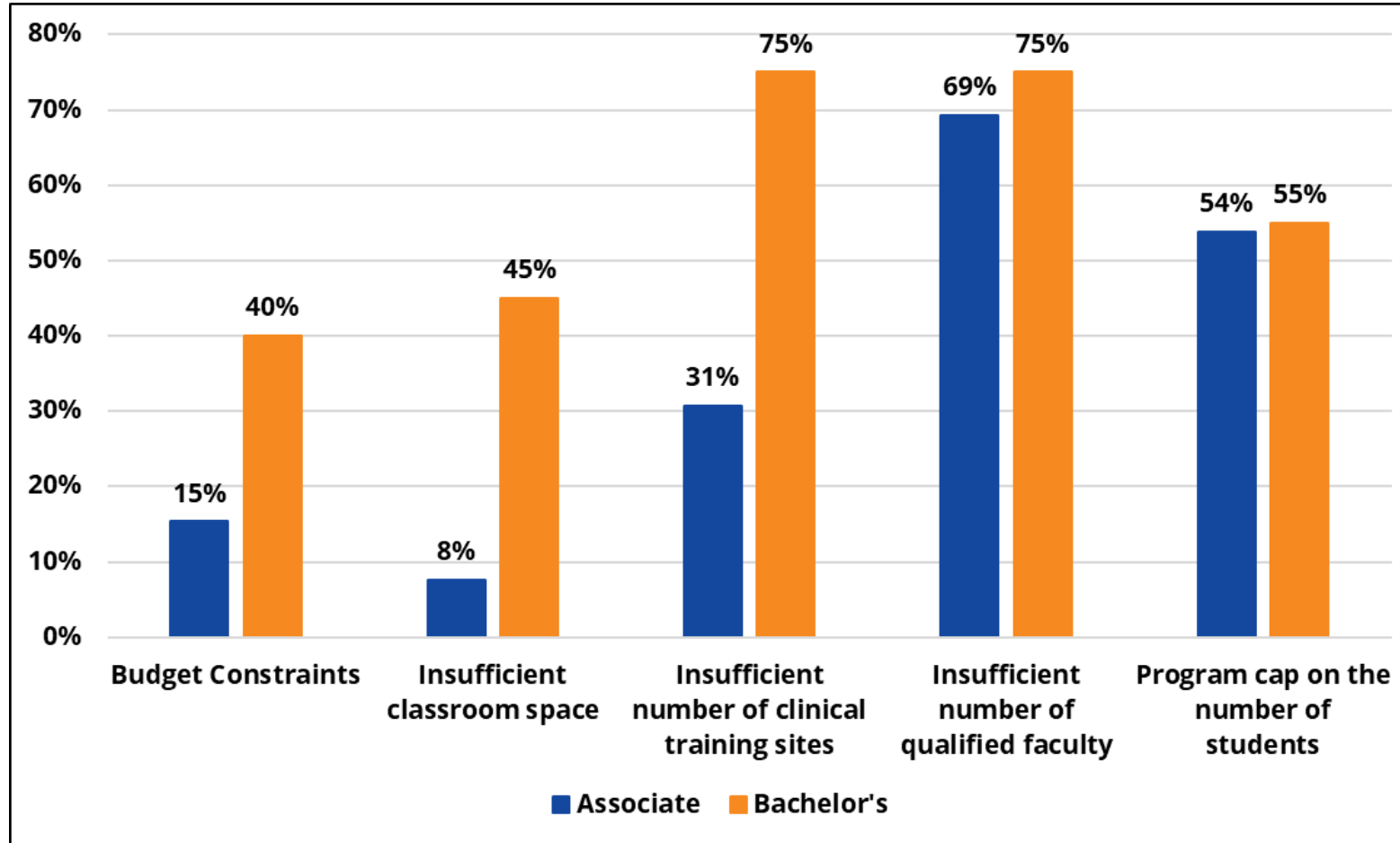
Nearly Half of RN Education Programs Reported No Change in Applications Between 2022-23 and 2023-24

Change in Number of Applications to New York State RN Education Programs by Degree, 2023-2024 Compared to 2022-2023



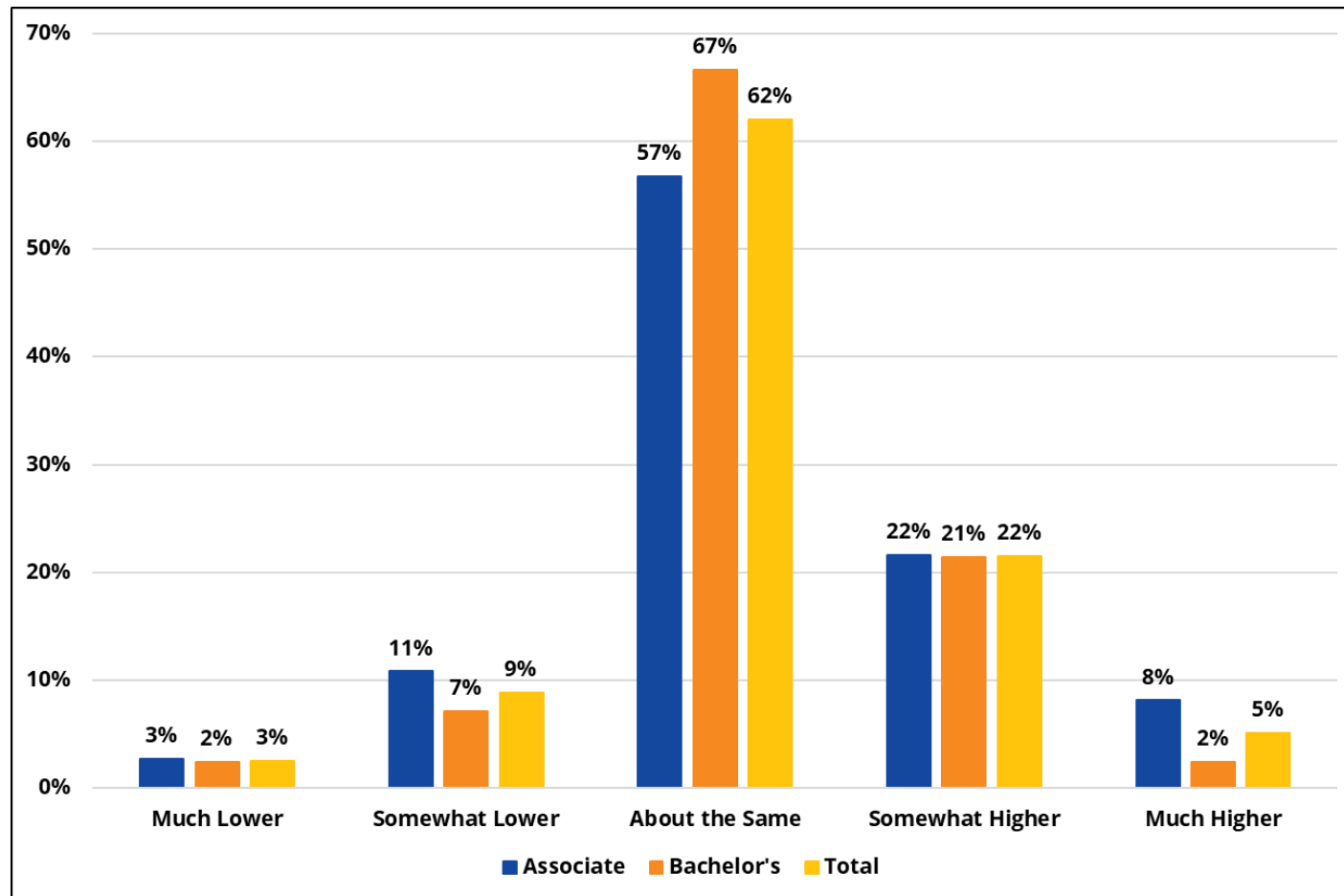
Lack of Faculty Was the Primary Reason for Turning Away Qualified Applicants

Reasons for Turning Away Qualified Applicants by Degree, 2023



Majority of RN Education Programs Reported No Change in Acceptances Between 2022-23 and 2023-24

Change in Number of Acceptances to New York State RN Education Programs by Degree, 2023-2024 Compared to 2022-2023



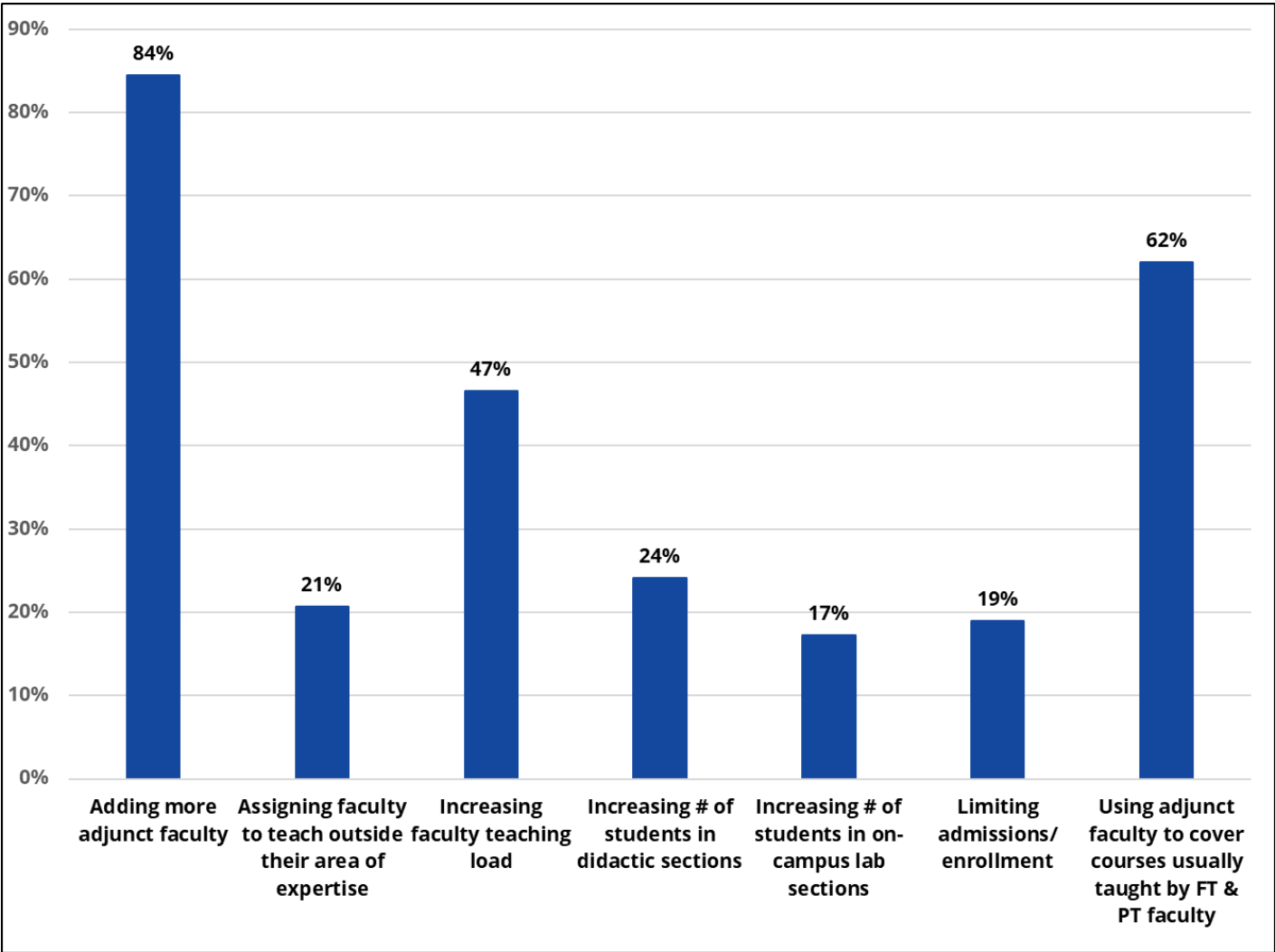
1-in-9 Full-Time Nursing Faculty Positions Were Vacant

**Nursing Faculty Vacancy Rates
by Degree and by Sponsor, 2023**

	% of Full-time Vacancies	% of Part-time Vacancies
Associates	9.4%	0.0%
Bachelor's	11.4%	6.3%
CUNY	12.7%	0.0%
SUNY	12.7%	3.4%
Private	9.6%	6.1%
Total	10.9%	4.6%

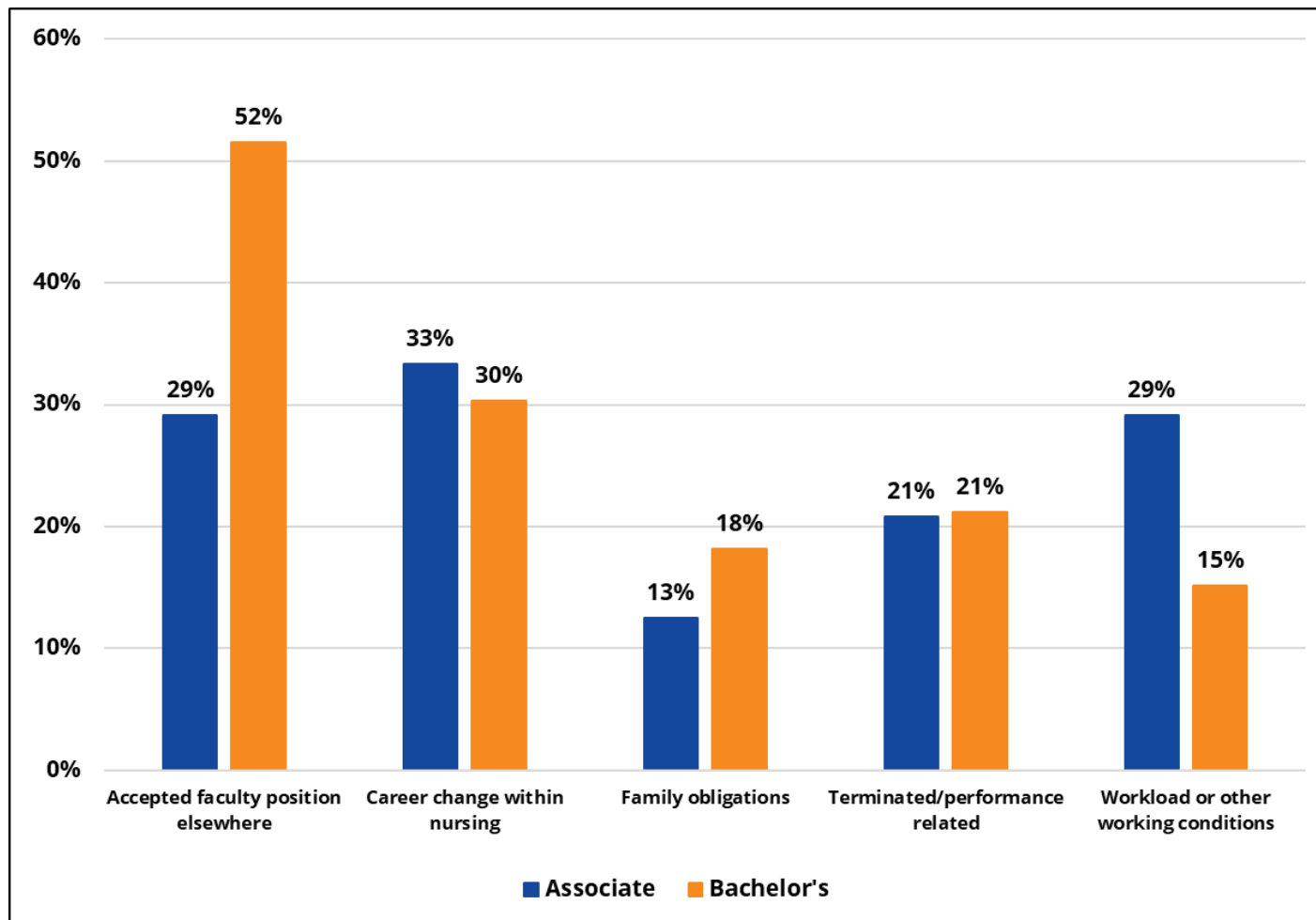
Use of Adjuncts Helping to Address Faculty Vacancies

Top Strategies for Addressing Faculty Shortages, 2023



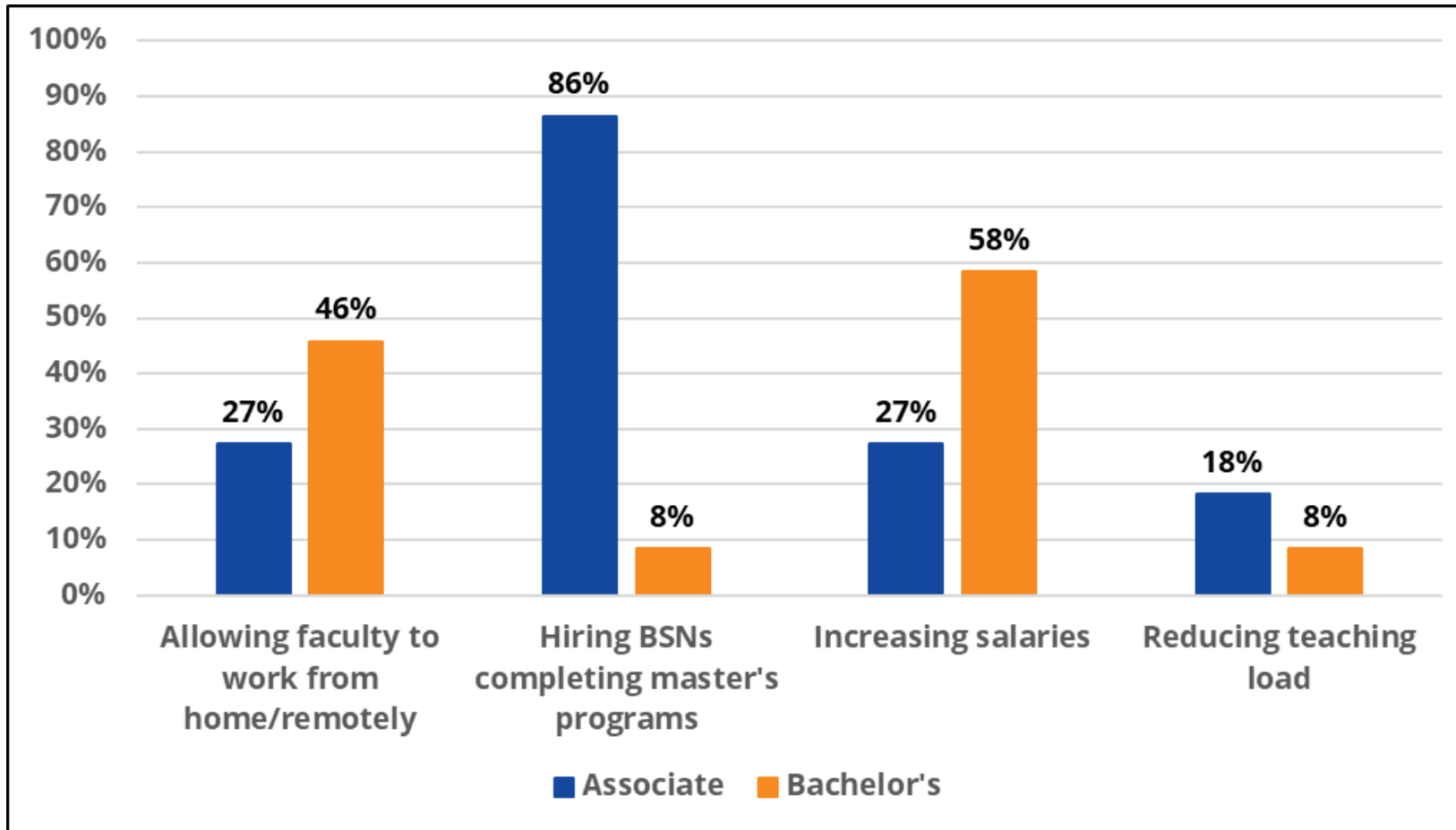
Faculty Accepted Positions Elsewhere the Primary reason for separation.

Top Reasons for Faculty Separation, 2023



ADN Programs Hired Baccalaureate-Prepared RNs Completing Their Master's Degree to Fill Full-Time Faculty Positions

Strategies for Recruiting Full-time Faculty, 2023



There Are Many Jobs for Newly Trained RNs

Percentage of RN Education Programs Reporting Many Jobs by Degree and by Setting, 2023

Degree	All Health Settings	Hospital Inpt/Ed	Nursing Homes	Home Health Care	Ambulatory Care
Associate	94.1%	94.3%	94.1%	90.9%	82.4%
Bachelor's	90.0%	85.4%	82.9%	70.7%	48.8%

Methods for the Hospital RN Report

Key Informant Focus Groups and Interviews

- Three hospital association interviews
- Three focus groups of chief nursing officers and directors of human resources representing more than 30 hospitals
- Interviews of chief nursing officers or executives, nurse recruiters, and human resources staff representing more than 50 hospitals

Methods for the Hospital RN Report

Analysis of Secondary Data Sources

- American Community Survey
- Hospital Recruitment and Retention Survey
- New York State RN Re-Registration Survey
- National Sample Survey of Registered Nurses

Key Findings From the Hospital RN Report

- Decreasing number of experienced RNs providing care
- RN recruitment has slowly improved, retention is still an issue
- Newly trained RNs were less prepared for transition to practice and struggled to effectively communicate with patients and their families
- Younger RNs changing jobs within 1 to 2 years
- Burnout and workplace violence contributing to turnover
- Important to address workplace culture

Questions?

- For more information, please email me at: rmartiniano@albany.edu
- Visit us at:



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