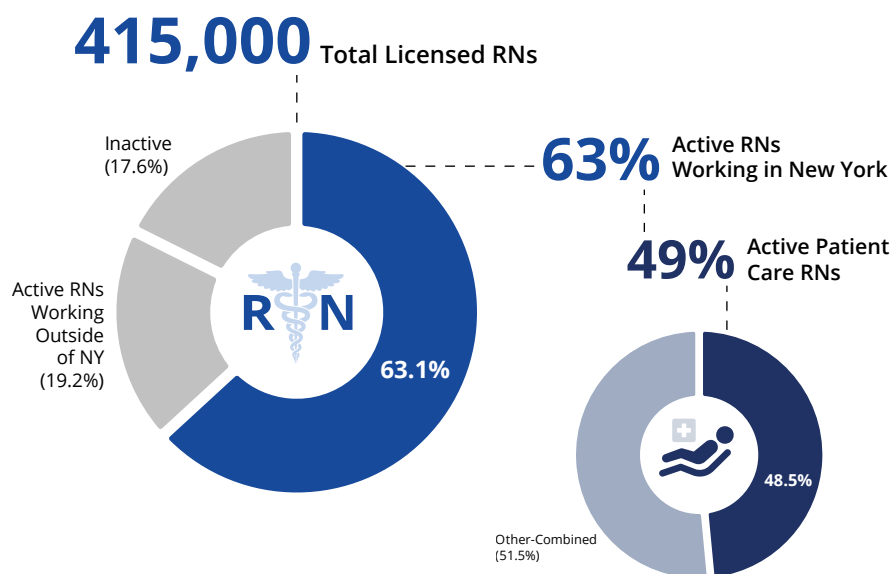# Registered Nurse Workforce in New York State

This overview summarizes key findings and insights from analysis of surveys on New York State (NYS) registered nurse (RN) re-registrations, RN education program graduations, and acute care hospital RNs.
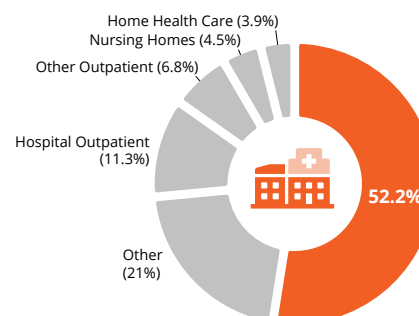
Breakdown of Licensed RNs*

415,000 Total Licensed RNs

Inactive (17.6%)

Active RNs Working Outside of NY (19.2%)

RN 63.1%

63% Active RNs Working in New York

49% Active Patient Care RNs

48.5%

Other-Combined (51.5%)

PRACTICE SETTING
52%
Of Patient Care RNs Work in Hospitals†

Home Health Care (3.9%)
Nursing Homes (4.5%)
Other Outpatient (6.8%)

Hospital Outpatient (11.3%)

Other (21%)

52.2%

RN Workforce Characteristics

Diversity
Hispanics are underrepresented among the state's active RNs

8% vs **20%**

Active RNs Are Hispanic/Latinx

NYS Population Is Hispanic/Latinx

Salary
According to the federal Bureau of Labor Statistics, active RNs in NYS had the highest annual median salary in 2023 compared to active RNs in states that border New York

$105,600
NYS Active RNs Yearly Median Salary in 2023

New Jersey	$102,730
Massachusetts	$101,970
Connecticut	$101,590
Pennsylvania	$87,610
Vermont	$85,150

Median Age
Hospital patient care RNs† are younger than all other patient care RNs

38
Median Age of Hospital Patient Care RNs†

42
Median Age of All Patient Care RNs

Education
Majority of patient care RNs have a bachelor's degree

64%
Report Holding a Bachelor's Degree

* All data shown excludes advanced practice registered nurses (APRNs); eg, nurse practitioners.

† Hospital patient care RNs includes inpatient and emergency room RNs.

Retention

Burnout

Burnout is a concern, especially for hospital patient care RNs[†]

57%

Reported Feeling Burned Out

Intention to Leave

Turnover is a concern, especially for younger RNs

15%

Of Young (Under 35) Hospital Patient Care RNs[†] Reported Plans to Leave Their Jobs Within the Next Year

Retention Strategies

Some stratgies being used to retain hospital patient care RNs:

Improving Workplace Culture (eg, Magnet status or Pathways to Excellence)

Increasing Number of Programs That Support Workforce Resilience

Using Virtual Nursing (for discharge planning, patient monitoring)

Addressing Safety Concerns (particularly workplace violence)

Recruitment

Strategies

Some programs being used to to recruit hospital patient care RNs:

RN Residency Programs
Supports transition to practice

Scholarship and Loan Repayment Programs

Tuition Assistance and Other Resources
Supports RN education

Educational Pipeline

Overall the number of new RN graduations remained stable from 2023 to 2024, but persistent challenges remain in maintaining RN production.

Pipeline Challenges As Reported by Nursing Deans

Filling Faculty Vacancies

Securing Clinical Placements

Finding Qualified Preceptors

Some strategies being used for RN education programs:

State-Sponsored Faculty Loan Forgiveness

Hire Faculty Actively Pursuing Advanced Degrees

Use of Virtual Simulation

Data-Informed Decision Making

As illustrated here, the data reveal that the RN shortage in NYS is complex and cannot be addressed with a single solution. However, this research provides a critical foundation for policymakers and other stakeholders to develop informed strategies to address current and future RN shortages.

The Center for Health Workforce Studies (CHWS): Established in 1996, CHWS is an academic research organization, based at the College of Integrated Health Sciences, University at Albany. Our mission is to produce timely, accurate information and conduct policy-relevant research about the health workforce. The research conducted by CHWS supports and promotes health workforce planning and policymaking at local, regional, state, and national levels.

For More Information: Read Our RN Reports

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