

Trends in NYS RN Graduations, 2015-2024

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New York State Council of Deans



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:

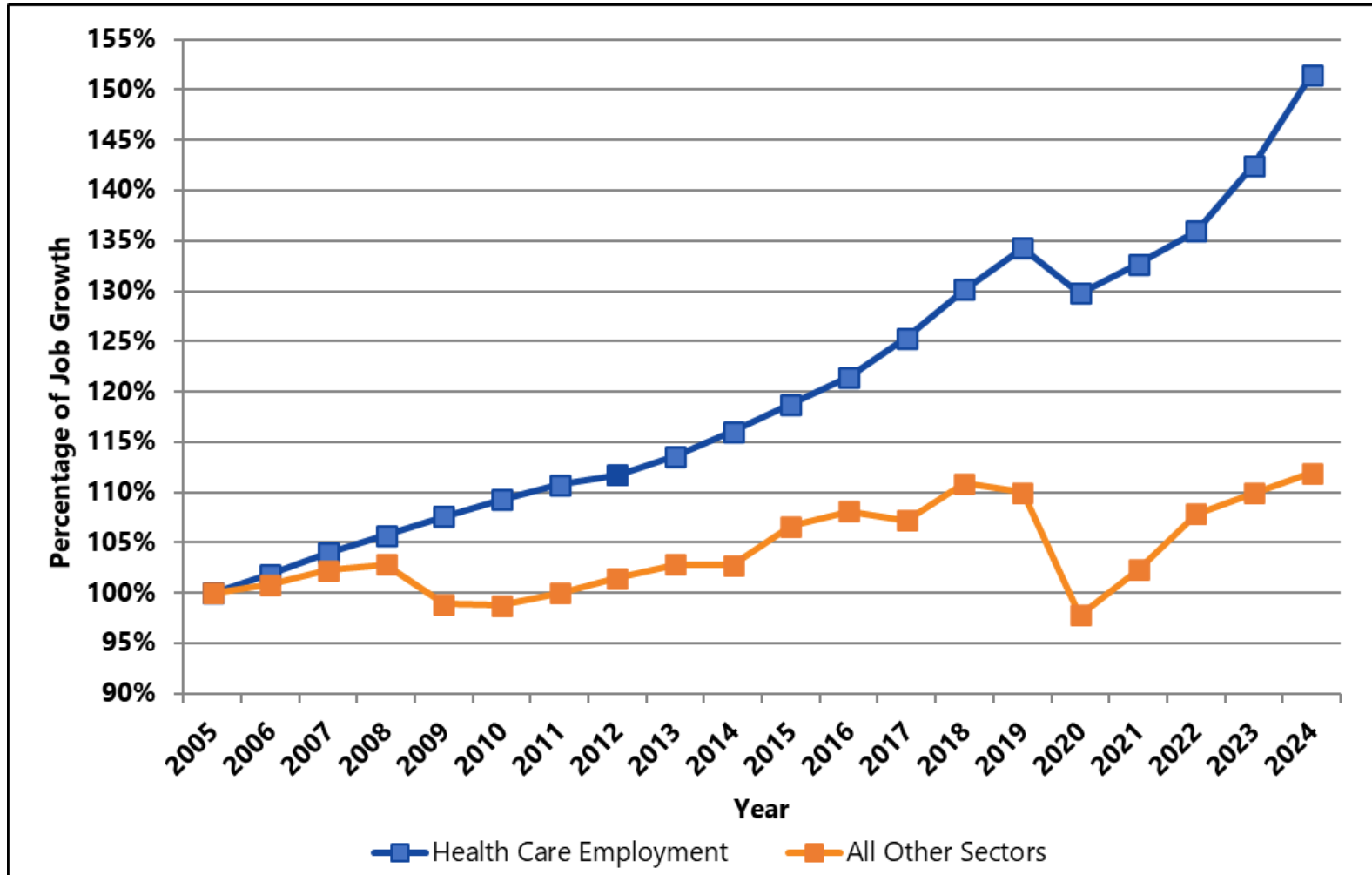
To assist health, professional, and educational organizations, policy makers, planners, and other stakeholders to understand issues related to the supply, demand, distribution, and the use of health workers

CHWS Ongoing New York Work

- Annual Healthcare Workforce Report (for NYS and by region)
- RN Education Survey
- Recruitment and Retention Surveys
 - Hospitals
 - Clinics/FQHCs
 - Nursing Homes
 - Home Care Agencies
- Re-Registration Surveys
 - NPs
 - RNs
 - LPNs

Healthcare Employment in New York State

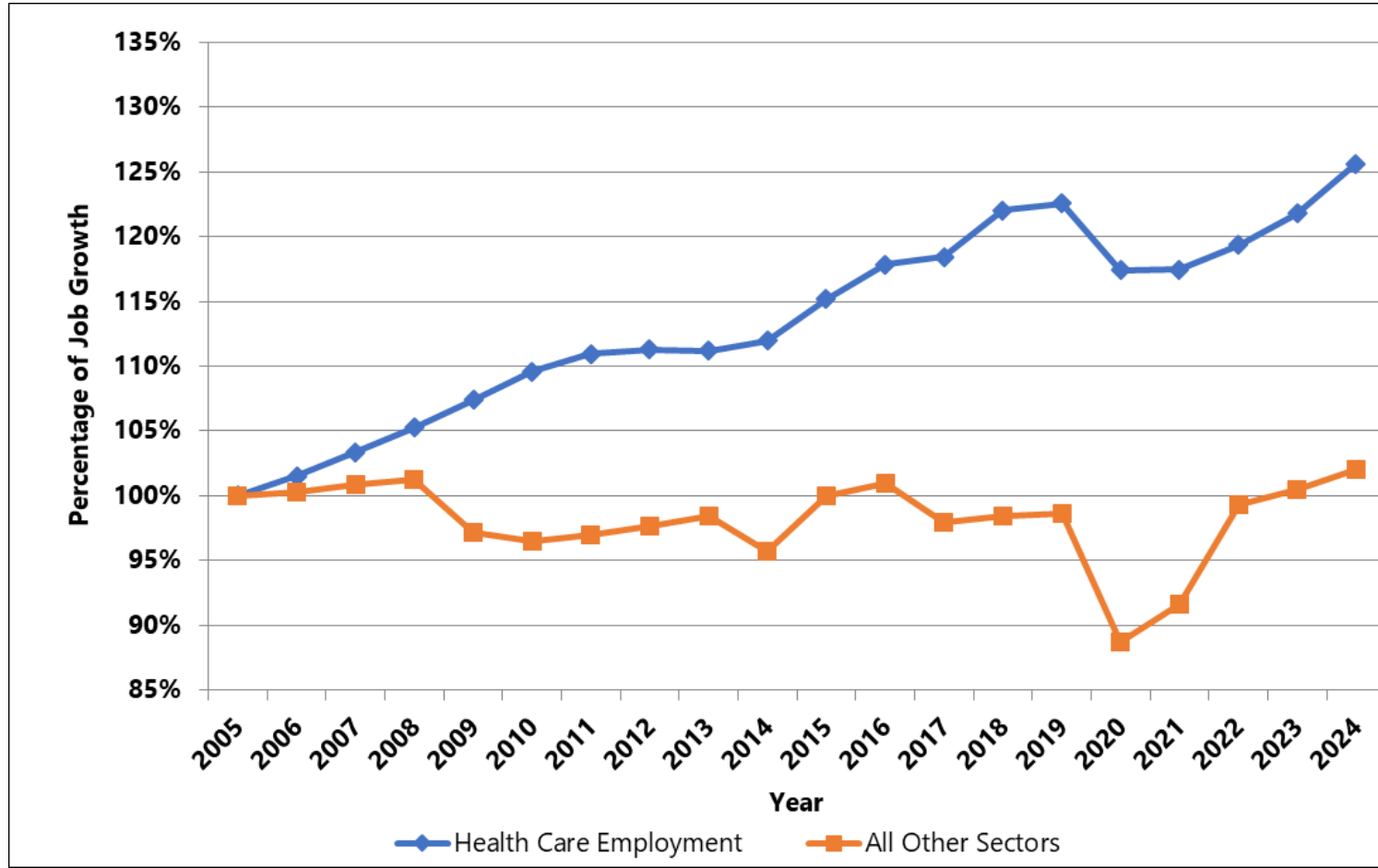
Employment Growth in New York State, 2005-2024



Source: NYS Department of Labor, Quarterly Census of Employment and Wages.

Health Care Employment in Upstate New York

Employment Growth in Regions Outside of New York City, 2005-2024



Source: NYS Department of Labor, Quarterly Census of Employment and Wages.

By the Numbers...

- Between 2022 and 2032, over 17,000 average annual openings (new jobs and filling jobs for people who retired or left the field)
- 480,000 licensed RNs in NYS
 - 45,000-50,000 advanced practice RNs
 - 250,000 new licenses over the past 5 years
 - 126,000 out-of-state
 - 79,000 non-US
 - Approximately 180,000 working in NYS as RNs
 - 170,000 with NYS home addresses
 - 10,000 with out-of-state home addresses

RN Graduations Have Stabilized Over the Past 5 Years

RN Graduations in New York State, Total and by Region, 2020-2024

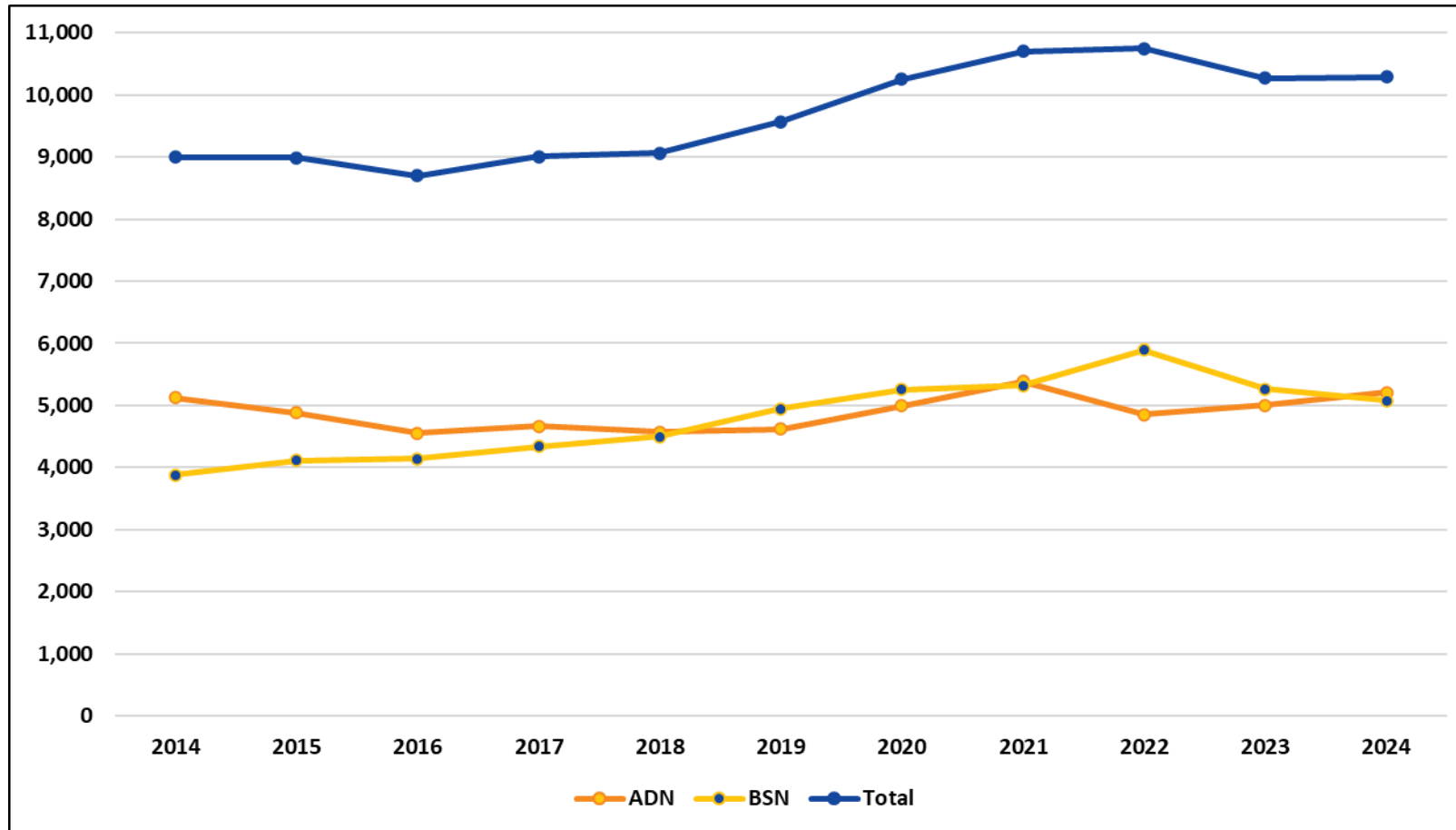
Region	School Year					% of NYS RN Graduations	2020-2024	
	2020	2021	2022	2023	2024		Number	Percent
Capital District	515	505	520	508	486	4.7%	-29	-5.7%
Central NY	505	530	449	402	424	4.1%	-81	-20.1%
Finger Lakes	901	783	884	895	822	8.0%	-79	-8.8%
Hudson Valley	919	1,144	1,305	1,222	1,107	10.8%	188	15.4%
Long Island	1,513	1,512	1,585	1,346	1,363	13.3%	-150	-11.1%
Mohawk Valley	374	339	318	343	443	4.3%	69	20.1%
New York City	3,863	3,907	3,945	3,752	3,840	37.3%	-23	-0.6%
North Country	355	345	299	300	321	3.1%	-34	-11.3%
Southern Tier	414	420	346	376	368	3.6%	-46	-12.2%
Western NY	756	983	950	932	841	8.2%	85	9.1%
Online Only	138	235	145	189	271	2.6%	133	70.4%
Grand Total	10,253	10,703	10,746	10,265	10,286	100.0%	33	0.3%

Sources: New York State Education Department; National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS); the City University of New York 2025 Nursing Degree Programs Report; Excelsior University.



BSN Graduations Have Increased Since 2014

RN Graduations in New York State, Total and by Degree Type, 2014-2024



RN-to-BSN Graduations Declining

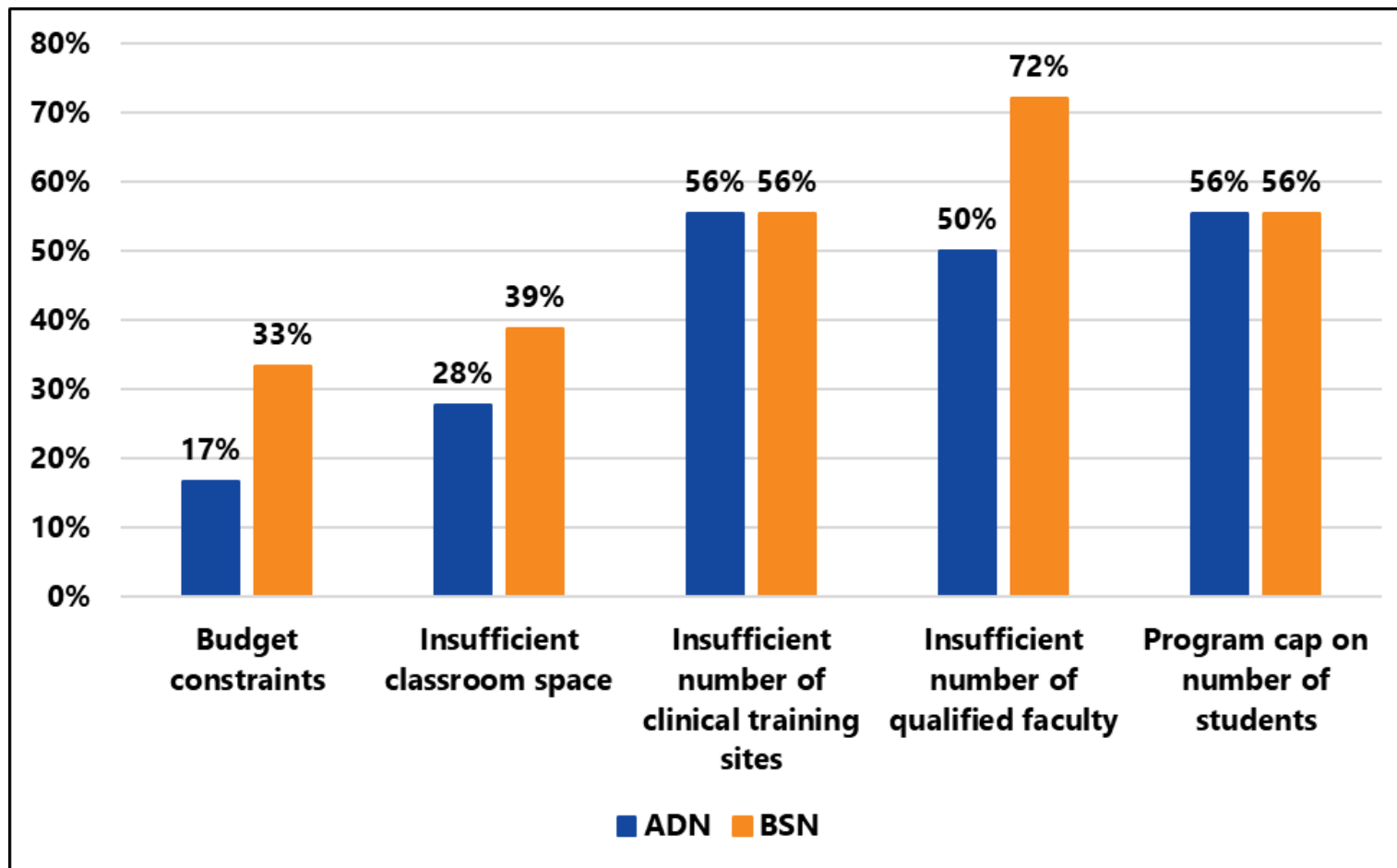
BSN Completer Graduations in New York State, Total and by Region, 2020-2024

Region	School Year					2020-2024	
	2020	2021	2022	2023	2024	Number	Percent
Capital District	32	66	56	82	70	38	118.8%
Central NY	108	105	136	114	112	4	3.7%
Finger Lakes	348	264	432	211	173	-175	-50.3%
Hudson Valley	33	34	28	20	14	-19	-57.6%
Long Island	118	112	95	71	50	-68	-57.6%
Mohawk Valley	139	103	96	55	50	-89	-64.0%
New York City	672	631	563	507	398	-274	-40.8%
North Country	97	82	83	51	55	-42	-43.3%
Southern Tier	232	283	252	239	183	-49	-21.1%
Western NY	283	297	230	216	211	-72	-25.4%
Online Only	194	192	156	135	120	-74	-38.1%
Grand Total	2,256	2,169	2,127	1,701	1,436	-820	-36.3%

Sources: New York State Education Department; the City University of New York 2025 Nursing Degree Programs Report; Excelsior University.

More Than Half of Deans and Directors Reported Turning Away Qualified Applicants

Reasons for Turning Away Qualified Applicants, by Degree Type, 2025



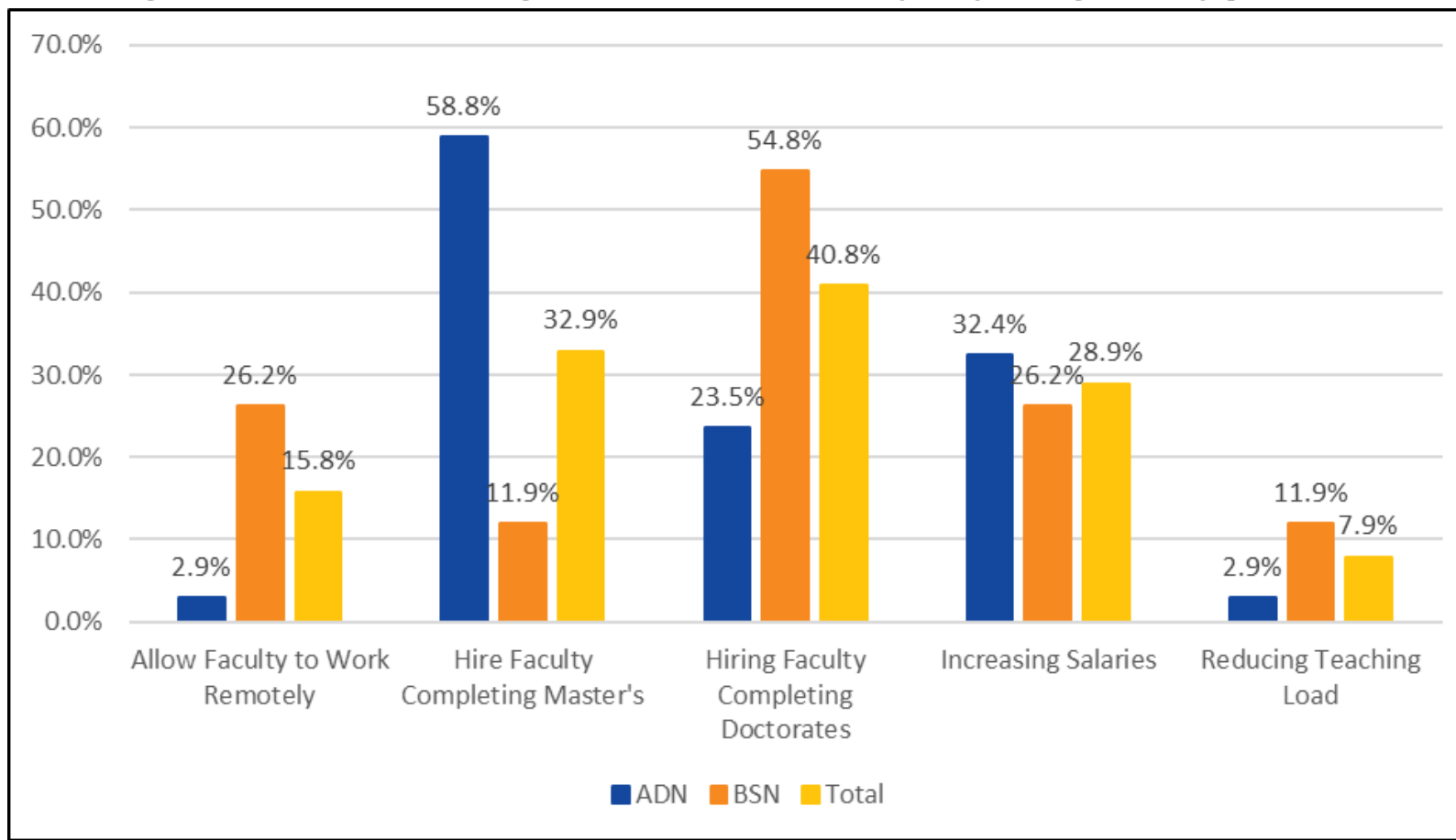
1-in-8 Full-Time Nursing Faculty Positions Are Vacant

Nursing Faculty Vacancy Rates, by Degree Type and Sponsor, 2025

	% of Full-time Vacancies	% of Part-time Vacancies
Associates	11.7%	12.5%
Bachelor's	13.0%	7.6%
CUNY	14.1%	1.6%
SUNY	11.6%	28.1%
Private	10.5%	12.5%
Total	12.6%	9.1%

Hiring Faculty Completing Their Degrees Is Top Strategy to Fill Faculty Vacancies

Strategies for Recruiting Full-Time Faculty, by Degree Type, 2025



Deans and Directors Reporting Many Jobs Down From Last Survey

Percentage of RN Education Programs Reporting Many Jobs, by Degree and Setting, 2025

Degree	All Health Settings	Hospital Inpt/ED	Nursing Homes	Home Health Care	Ambulatory Care
Associate	85.3%	79.4%	73.5%	50.0%	44.1%
Bachelor's	55.6%	69.4%	80.6%	63.9%	47.2%

RN Re-Registration Survey

- Required when RNs re-license
- Started in 2022
- 3 full years of data
- Missing information on newly trained RNs

RN Student Exit Survey Pilot Program



Develop and test survey



Develop data dashboard

Completing surveys
Public analysis
School-based analysis



Report on outcomes of the pilot and develop a sustainability plan



Roll out statewide in Fall 2027

Model: New York Resident Exit Survey

Building on our successful New York Resident Exit Survey model

Conducted for 30 years

Provides information on demographics and job market outcomes

- Return on investment for educational training programs
- In-state retention (and reasons for leaving the state)
- Retention within a health system
- Benchmarks to compare a particular program with others in the region or State
- Percentage planning to practice in rural and underserved areas
- Differences in income based on job characteristics (location, setting, specialty), demographic characteristics (eg, gender)

NY GME Data Dashboard



Home [View Data](#) [Download Reports](#)

Institutional Login ▾

Demographics and
Citizenship Status

Location of Education
and Debt

Primary Activity after
Completing Current
Training Program

Job Market
Experiences

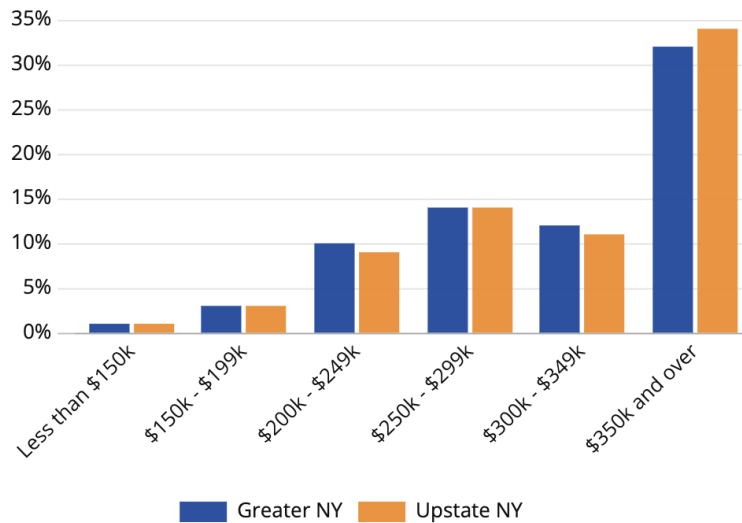
By Demographics

Income

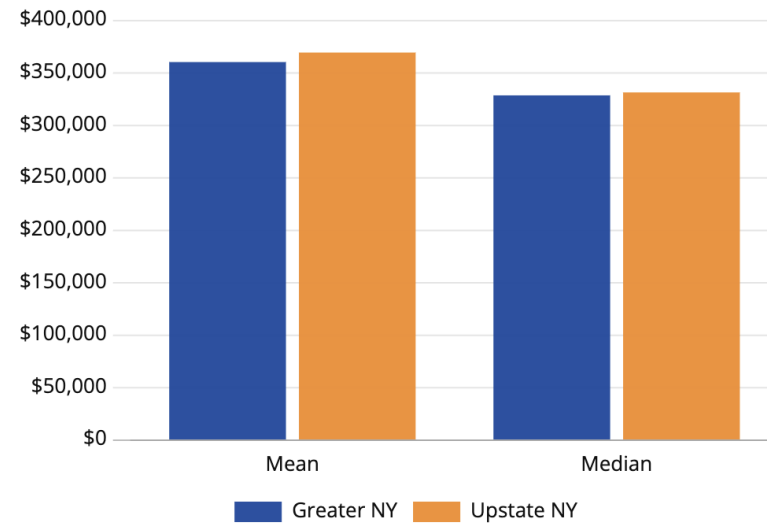
Trends

Data: Specialty: Year: Type of Data:

Income



Mean and Median Income



Benefits of Longitudinal Data Collection

- Allows for tracking trends over time
- Supports analysis of how current events impact program outcomes (eg, COVID-19)

The screenshot displays the CHWS (Center for Health Workforce Studies) data dashboard. On the left, a navigation menu includes categories like 'Demographics and Citizenship Status', 'Location of Education and Debt', 'Primary Activity after Completing Current Training Program', 'Job Market Experiences', and 'Trends'. A dropdown menu is open, listing various data points such as 'Gender', 'Race/Ethnicity', 'Citizenship Status', 'Medical School Location', 'High School Location', 'Education Debt', 'Primary Activity after Completing Current Training Program', 'Location of Specialization Training', 'Location of Patient Care Practice', 'Primary Reason for Practicing Outside New York', 'Difficulty Finding a Job', 'Main Reason for Difficulty Finding a Job', 'Had to Change Plans Due to Limited Practice Opportunities', 'View of Regional Job Market', 'View of National Job Market', and 'Income'. The main dashboard area features an 'Institutional Login' button and filter sections for 'Specialty' (set to 'All Specialties'), 'Type of Data' (set to 'Values'), 'Region One' (set to 'Upstate NY'), and 'Region Two' (set to 'All Institutions'). Below the filters are two bar charts: 'All Institutions' (left) and 'All Institutions' (right). Both charts show data from 2015 to 2025. The left chart has blue bars and the right chart has orange bars. Both show a relatively stable trend around 50-60%.

Year	Percentage
2015	55%
2016	58%
2017	55%
2018	62%
2019	58%
2020	0%
2021	60%
2022	58%
2023	55%
2024	55%
2025	55%

Year	Percentage
2015	50%
2016	50%
2017	50%
2018	50%
2019	52%
2020	0%
2021	50%
2022	50%
2023	55%
2024	53%
2025	54%

RN Student Exit Survey Pilot Program



Survey of RN students completing their degree



Looking to have 8 or so schools participating in pilot

Upstate/Downstate
CUNY/SUNY/Private
Degree Type
•ADN
•BSN generic
•RN-to-BSN
•1 + 2 + 1



Looking for a few volunteers to help design survey

Questions?

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



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