

# The Healthcare Workforce in New York State: Trends in the Supply of and Demand for Healthcare Workers



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May 2026



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## **PREFACE**

This report, prepared by the Center for Health Workforce Studies (CHWS), provides information drawn from a variety of data sources to describe and analyze New York State’s health workforce. The report includes primary data collected by CHWS on registered nurse (RN) education and on healthcare workforce recruitment and retention challenges in New York State.

A key goal of this report is to assist policy makers and other stakeholders with:

- Addressing the most pressing healthcare workforce needs
- Making informed decisions on healthcare workforce education and job training investments
- Guiding health workforce policies, including decisions related to the capacity of health profession education programs
- Informing current and prospective students about profession-specific healthcare employment prospects and opportunities

This report was prepared by CHWS staff, Robert Martiniano, Trishan Roye, Karan Desai, Nafin Harun, and Matthew Allegretti. Funding for this report was provided by the 1199 SEIU Hospital League Healthcare Industry Planning and Placement Fund, Inc.

Established in 1996, CHWS is an academic research center based at the School of Public Health, University at Albany, State University of New York (SUNY). The mission of CHWS is to provide 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. CHWS is a national leader in the field of health workforce research.

The views expressed in this report are those of CHWS and do not necessarily represent positions or policies of SUNY or 1199 SEIU Hospital League Healthcare Industry Planning and Placement Fund, Inc.

*May 2026*

## **ACKNOWLEDGEMENTS**

Special appreciation is extended to the deans and directors of New York State’s nursing programs, who provided data on the state’s nursing education pipeline as well as to the participating provider associations and human resources staff who provided information about healthcare workforce recruitment and retention issues.

## **SUGGESTED CITATION**

Martiniano R, Roye T, Desai K, Harun N, Allegretti M. *The Healthcare Workforce in New York State: Trends in the Supply of and Demand for Health Workers*. Center for Health Workforce Studies, College of Integrated Health Sciences, University at Albany; 2026.

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# I. EXECUTIVE SUMMARY

## BACKGROUND

The healthcare workforce plays a crucial role in New York’s healthcare delivery system. Expanding access to care, improving the quality of services, and enhancing cultural competence all rely on having a diverse, well-trained, and sufficiently staffed workforce.

The COVID-19 pandemic significantly disrupted New York’s healthcare delivery system and its workforce. Although the immediate effects of the pandemic on healthcare services have largely subsided, several ongoing challenges continue to impact the state’s healthcare workforce. Many registered nurses (RNs) who were temporarily laid off or furloughed never returned to healthcare. After the pandemic, the “great retirement” also reduced the number of experienced RNs and mentors within the system. Post-pandemic job growth has created new opportunities for many healthcare workers both within and outside the health sector, though job growth in healthcare has been slower than in the past. Additionally, increased competition for entry-level workers—such as nurse aides, home health aides, and personal care aides—from retail and other service industries has further contributed to workforce shortages in these and other healthcare occupations. Lastly, declining college enrollments have resulted in fewer qualified graduates entering the healthcare workforce pipeline.

Healthcare providers have implemented a variety of strategies to address workforce recruitment and retention challenges. Recruitment efforts include offering sign-on bonuses, expanding outreach to Applicants through job fairs, providing internship and externship opportunities, and participating in healthcareer programs at middle schools and high schools to encourage early interest in health professions. Retention strategies include providing retention bonuses, developing career ladders or lattices, and appointing retention coordinators to support staff engagement and professional growth.

In addition, healthcare organizations are increasingly focusing on workplace culture as a critical component of retention. They recognize that a supportive and safe work environment is just as important as salary and benefits. As part of these efforts, organizations are working to address workplace violence and reduce employee burnout to protect both patient and worker safety. Many healthcare providers are also implementing nurse residency programs designed to recruit and retain RNs, mentor newly trained nurses, and provide structured, supervised patient care experiences during the transition into professional practice.

Furthermore, healthcare providers continue to rely on state and federal incentive programs that offer loan repayment or scholarships in exchange for a commitment to serve in underserved communities. These programs help attract health professionals to areas experiencing workforce shortages. New York State residents were fulfilling service obligations through such programs, helping to improve access to care in underserved regions.

## FUTURE OUTLOOK

Healthcare has traditionally been considered recession-resistant, but it proved vulnerable during the pandemic. During the economic downturns after the 9-11 terrorist attacks and the 2008-09 recession, healthcare continued to grow. As highlighted in this report, employment in healthcare settings across New York State declined during the COVID-19 pandemic, and in a few rural regions job levels have yet to return to their pre-pandemic levels. Federal projections also indicate that employment in healthcare settings will continue to grow, particularly in home healthcare, though at a slower rate than in previous years.

At the same time, workforce shortages and the expanded use of technologies such as telehealth have created opportunities for healthcare providers to use the existing workforce more efficiently. This includes adopting new care delivery models and developing emerging roles that support care coordination and management, such as community health workers, health coaches, and patient navigators.

Given these trends, it is essential to continuously monitor both the supply of and demand for healthcare workers in the state in order to understand the scale of workforce shortages and their impact on access to care. It is also important to evaluate the capacity of the state’s health professions education pipeline to produce future workers. Timely workforce data and analysis are therefore critical for identifying current gaps and planning for the future healthcare workforce needs.

## KEY FINDINGS

This report presents data and information drawn from primary and secondary data sources to describe New York’s healthcare workforce and provides analysis of data at the state and regional levels. The report includes information on the health status of New Yorkers, the healthcare system, and the supply of and demand for health workers. It is designed to assist stakeholders in their healthcare workforce planning efforts. Key findings include:

- Jobs in healthcare grew statewide, but growth varied by geography and healthcare setting. Healthcare jobs grew much faster in downstate regions than in upstate New York.
- The largest job growth in the healthcare sector statewide occurred in home healthcare, driven by substantial growth in home healthcare jobs in New York City.
- Employment in nursing homes declined between 2020 and 2022 but both increased in 2023 and 2024. Overall, employment in nursing homes is down from 2020.
- Pervasive shortages continue for a variety of healthcare professions, especially RN and licensed practical nurses (LPNs).
- Shortages in other occupations were reported including clinical laboratory technologists (hospitals), respiratory therapists (nursing homes and assisted living facilities), home health aides, occupational therapists, and physical therapists (home healthcare), and dentists and primary care physicians (clinics).
- Several of the main reasons cited for recruitment and retention difficulties include non-competitive salaries and a shortage of workers/applicants.
- Increased use of overtime and increased salaries were among the solutions to address workforce recruitment and retention difficulties.
- RN production is expected to hold steady, though multiple factors are limiting the expansion of RN education programs, including lack of qualified faculty and a lack of clinical training sites.
- The projected need for many healthcare occupations continues, with significant average annual openings for home health aides, nurse aides, RNs, and LPNs.

## OBJECTIVES AND GOALS

The objectives of this report are to:

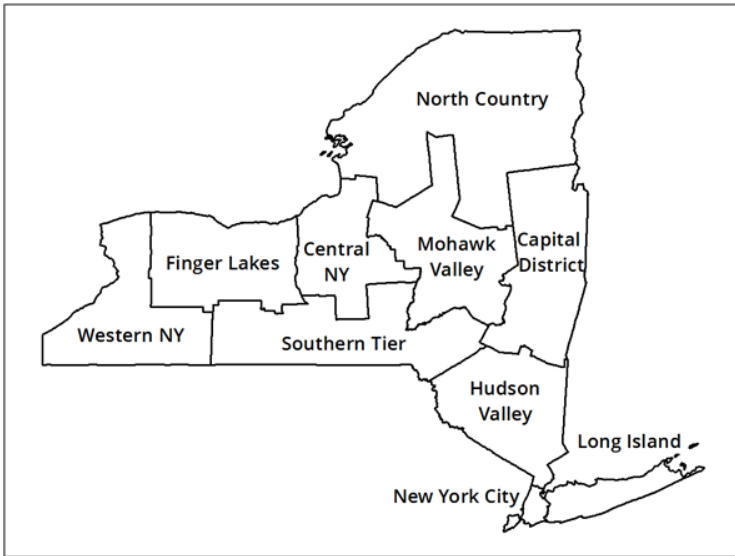
- Describe healthcare employment, graduation, and licensure trends in New York State statewide and regionally.
- Identify the healthcare professions and occupations currently and projected to be in greatest demand.

Key goals of this report are to assist policy makers and other stakeholders to:

- Make informed decisions on healthcare workforce education and job training investments.
- Address the most pressing healthcare workforce needs.
- Guide healthcare workforce policies, including decisions related to the capacity of health profession education programs.
- Inform current and prospective students about profession-specific healthcare employment prospects and opportunities.

The New York State Department of Labor (NYSDOL) has divided the state into several regions. Figure 1 is a map of the NYSDOL regions used in this report. For a list of counties in each region, please see Section C (Geographic Areas) in the appendix starting on page 232. Each regional profile page has a list of counties profiled in that region as well.

**Figure 1.** Map of the New York State Department of Labor Regions



## II. NEW YORK STATE HEALTH SECTOR EMPLOYMENT

### NEW YORK STATE HIGHLIGHTS

#### Jobs in healthcare grew statewide, but growth varied by geography and healthcare setting

Between 2020 and 2024:

- The number of jobs in healthcare in New York State grew by 15% between 2020 and 2024, with over half of all new jobs statewide in home healthcare.
- Nursing home jobs declined between 2020 and 2022 but increased in 2023 and 2024. Overall, employment in nursing homes is down from 2020.
- Jobs in healthcare grew by over 20% in the New York City and Long Island regions, but only by 3% in the remaining regions of New York State.
- Jobs in home healthcare grew by over 50% between 2020 and 2024 in the New York City region and by 12% in the Long Island region. In contrast, jobs in home healthcare declined by nearly 3% in the remaining regions of the New York State.

#### Pervasive shortages continue for a variety of healthcare professions

- RNs and LPNs across all healthcare settings.
- Hospitals also reported difficulties recruiting and retaining clinical laboratory technologists, respiratory therapists, and surgical technicians.
- Respiratory therapists were also difficult to recruit and retain in nursing homes as were speech-language pathologists.
- Home Health Care Agencies also reported difficulty recruiting and retaining home health aides, occupational therapists, and physical therapists.
- Dental hygienists, dentists, primary care physicians, and psychiatrists were among the most difficult to recruit and retain in clinics.
- Several of the main reasons cited for recruitment and retention difficulties include non-competitive salaries and a Shortage of workers/applicants.
- Increased use of overtime and increased salaries were among the solutions to address workforce recruitment and retention difficulties.

#### RN production is expected to hold steady

- Applications and acceptances to RN education programs were about the same between 2024 and 2025

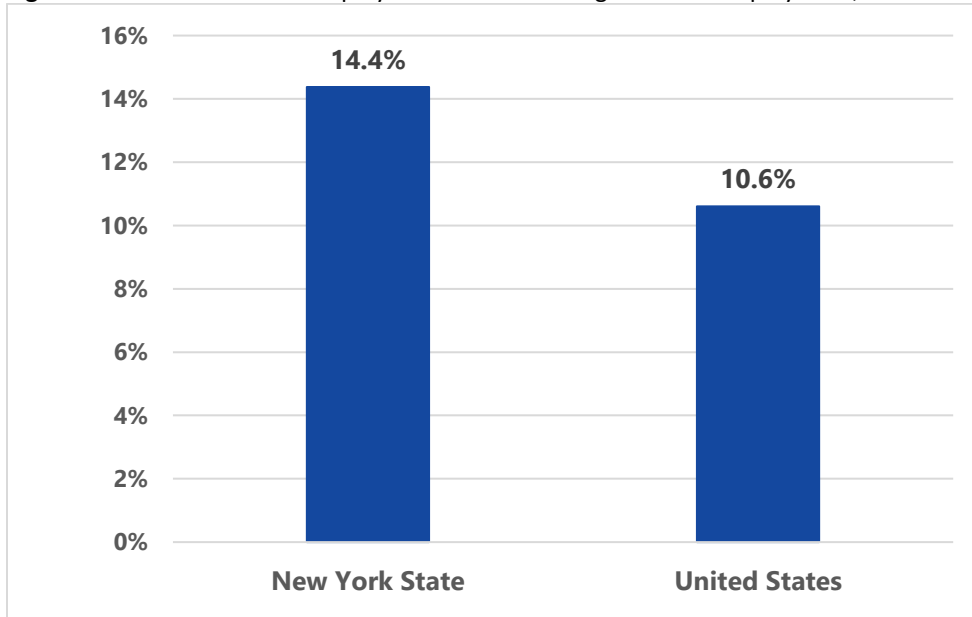
#### Multiple factors are limiting the expansion of RN education programs

- Faculty shortages
- Insufficient amount of clinical training sites
- Caps on how many students can be accepted

# 1. Healthcare Employment

## A. Overview

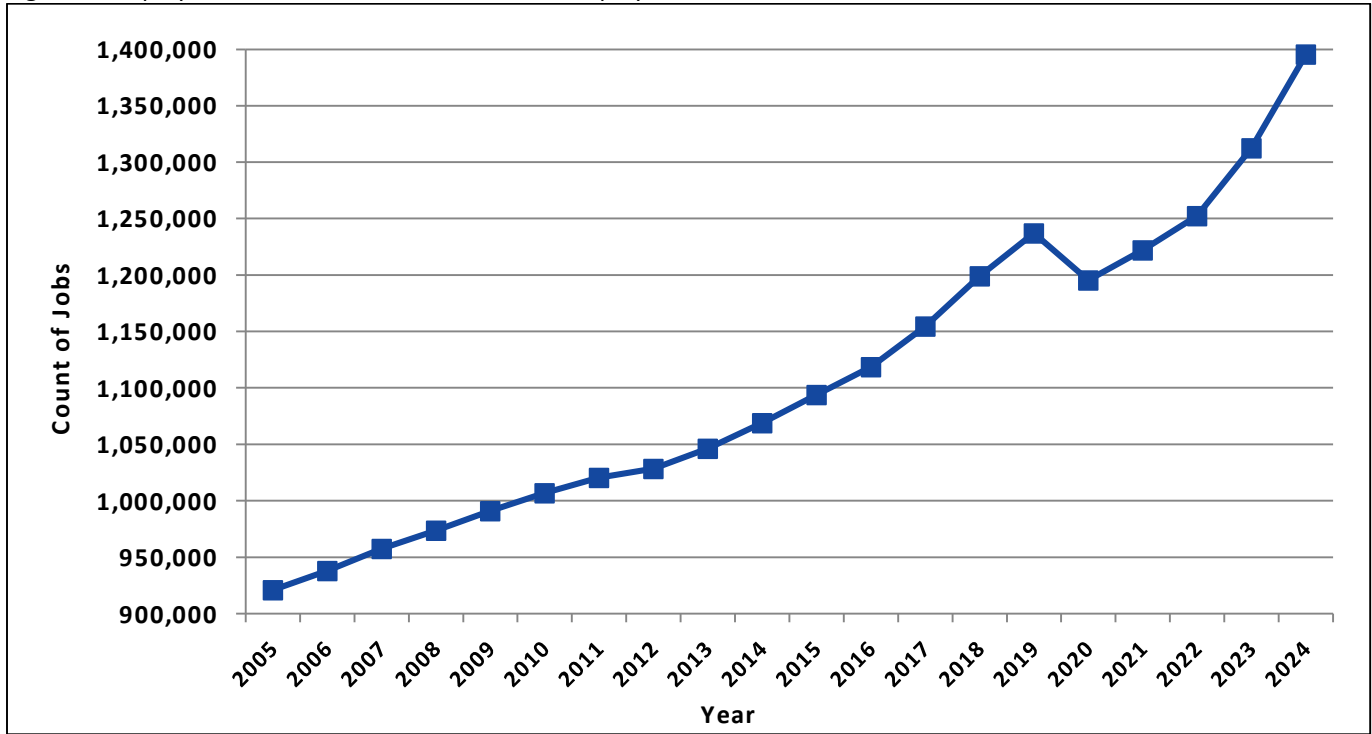
**Figure 2.** Healthcare Sector Employment as a Percentage of Total Employment, 2024



Sources: New York State Department of Labor, Quarterly Census of Employment and Wages; Bureau of Labor Statistics, Employment, Hours, and Earnings from the Current Employment Statistics survey, Series CEU0000000001, CEU6562100001, CEU6562200001, CEU6562300001, CEU6562320001, and CEU6562390001.

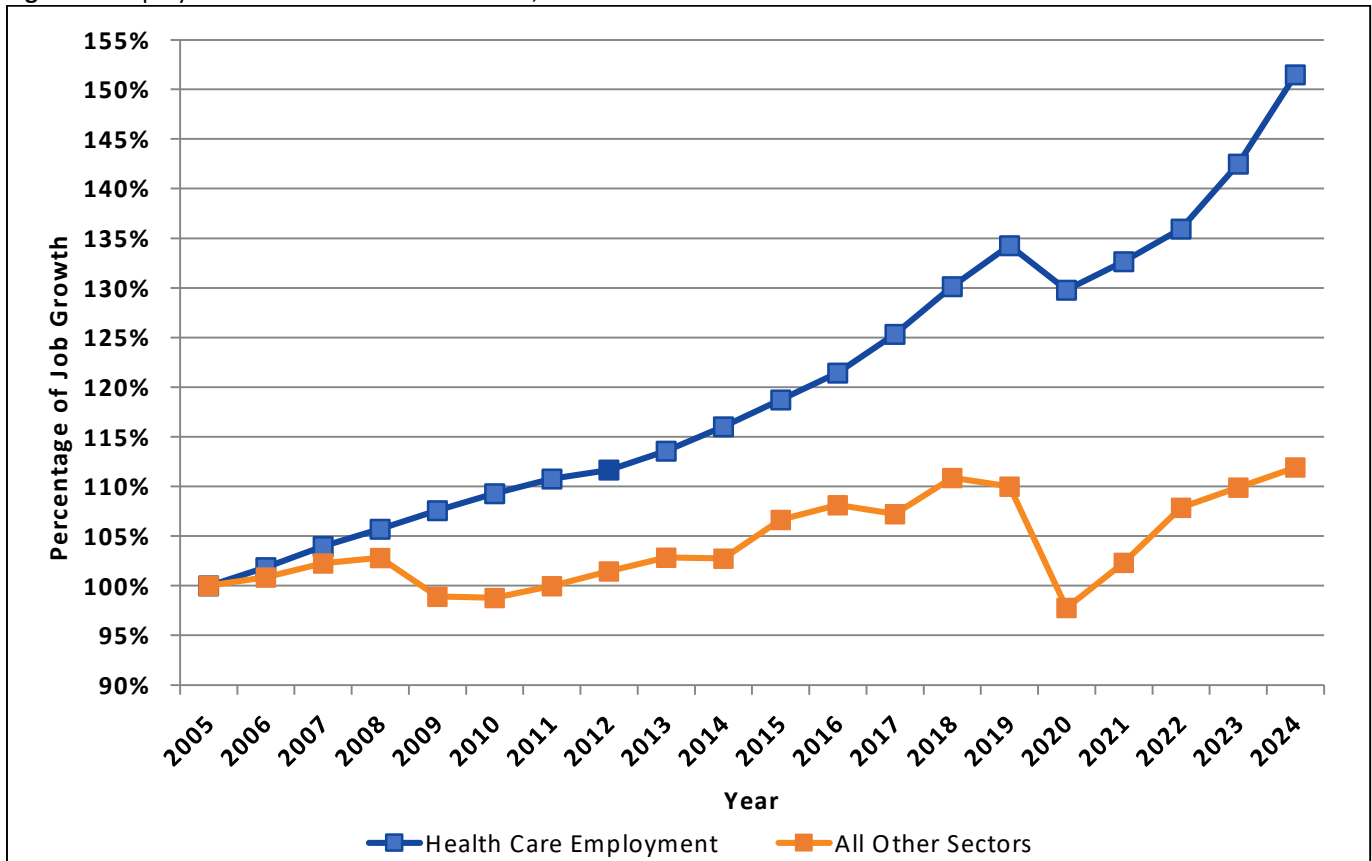
Note: Does not include employment at federally operated facilities such as VA hospitals.

**Figure 3.** Employment Growth in Healthcare Sector Employment in New York State, 2005-2024



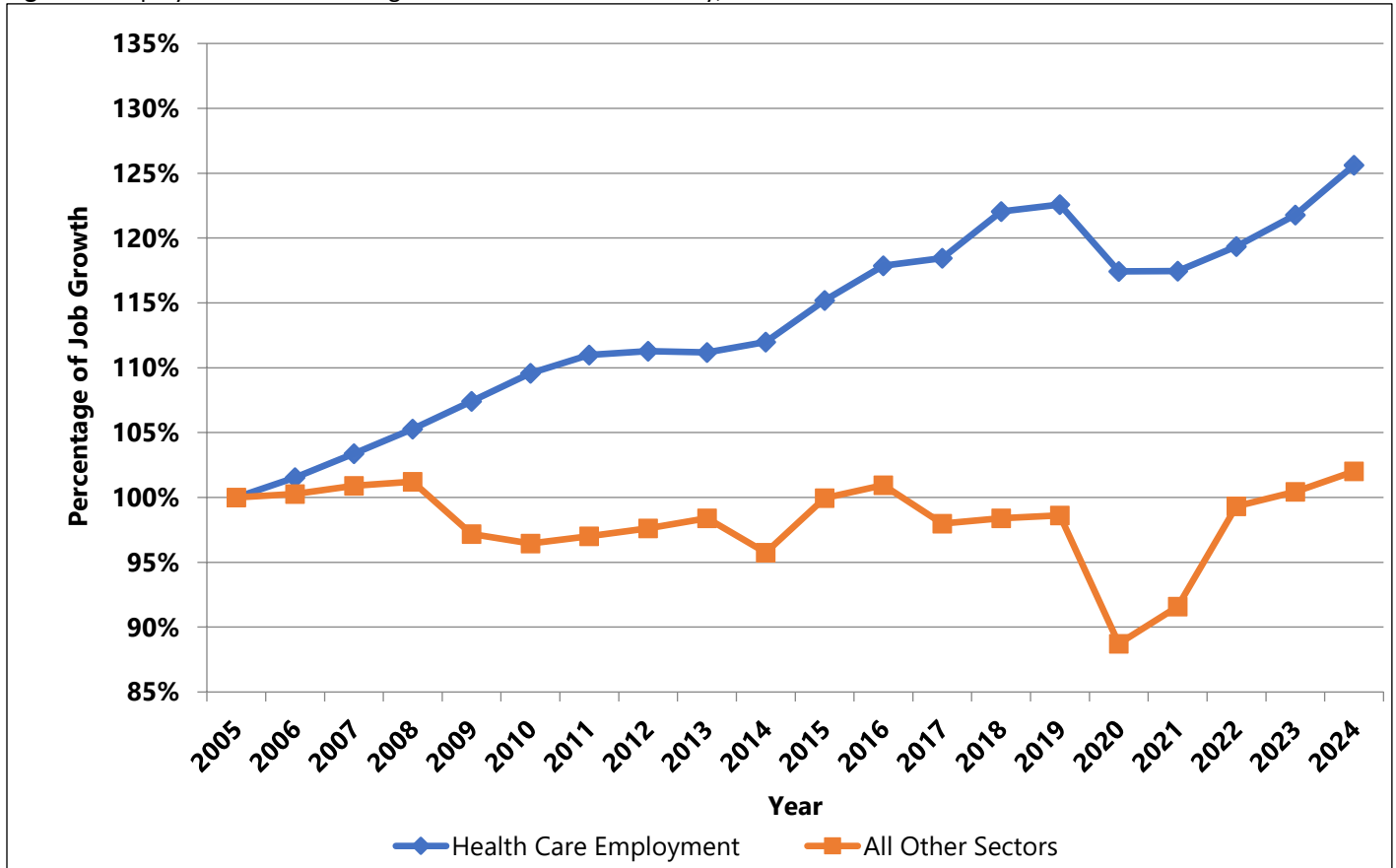
Source: NYS Department of Labor, Quarterly Census of Employment and Wages.

**Figure 4.** Employment Growth in New York State, 2005-2024



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

**Figure 5.** Employment Growth in Regions Outside of New York City, 2005-2024



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

## 2. Population and Healthcare Indicators of New York State

**Table 1.** Selected Population Characteristics for New York State, 2019-2023

Population Characteristics	Number	% of Total Population
Total population	19,872,319	N/A
Population under 100% FPL	2,656,674	13.7%
Population under 200% FPL	5,458,763	28.1%
Population aged birth to 17 years	4,109,277	20.7%
Population aged 65 and older	3,461,186	17.4%
Population female aged 15 to 44	3,936,272	19.8%
Women aged 15 to 19 who had a birth in past 12 months <sup>a</sup>	3,926	0.7%
Women aged 20 to 34 who had a birth in past 12 months <sup>a</sup>	145,247	7.1%
Women aged 35 to 50 who had a birth in past 12 months <sup>a</sup>	80,995	4.0%
Black/African American, non-Hispanic	2,708,094	13.6%
Hispanic/Latino	3,898,652	19.6%
Asian/Pacific Islander, non-Hispanic	1,761,177	8.9%
American Indian/Native Alaskan, non-Hispanic	37,212	0.2%
Two or more/other races	858,342	4.3%
Population with less than a high school education <sup>b</sup>	1,698,537	12.1%
Population with a high school diploma or equivalent <sup>b</sup>	5,519,221	39.4%
Population with an associate degree <sup>b</sup>	1,242,877	8.9%
Population with a bachelor's degree <sup>b</sup>	3,083,769	22.0%
Population with a master's degree or higher <sup>b</sup>	2,451,734	17.5%
Home ownership <sup>c</sup>	4,164,793	54.3%

<sup>a</sup> Percent of births from women in that age group compared to total number of women in the age group.

<sup>b</sup> Education levels and rates are based on individuals aged 25 years and older.

<sup>c</sup> Percent of occupied housing units that are owner occupied.

FPL, federal poverty level; N/A, not applicable; mos., months.

Source: US Census, American Community Survey, 5-Year Estimates, 2019-2023.

**Table 2.** Selected Health Indicators for New York State, 2019-2023

Health Indicator	Statewide	
	Number	Rate
Total deaths, per 100,000	558,772	945.9
Deaths due to heart disease, per 100,000	133,573	226.1
Deaths due to all cancers, per 100,000	97,492	162.0
Deaths due to diabetes, per 100,000	14,939	25.3
Total births, per 1,000 females aged 15 to 44	624,349	53.3
Teen births, per 1,000 females aged 15 to 19	16,046	9
Low-birthweight births, as a percent of total births	40,644	6.8
Late/no prenatal care, as a percent of total births	34,417	5.6
Infant deaths, per 1,000 live births	2,609	4.2
Total hospitalizations, per 10,000	6,119,424	1035.9
Total asthma hospitalizations, per 10,000	37,203	6.3
Rate of asthma hospitalizations, aged 25-44 per 10,000	5,683	3.6
Rate of asthma hospitalizations, aged 45-64 per 10,000	7,982	5.2
Pediatric asthma hospitalization, per 10,000	16,368	13.4
Diabetes hospitalizations, per 10,000	119,814	20.3
CLRD hospitalizations, per 10,000	97,438	16.5
Heart disease hospitalizations, per 10,000	150,131	25.4
Total ED visits, per 10,000	20,876,265	3,534.0

CLRD, chronic lower respiratory disease; ED, emergency department.

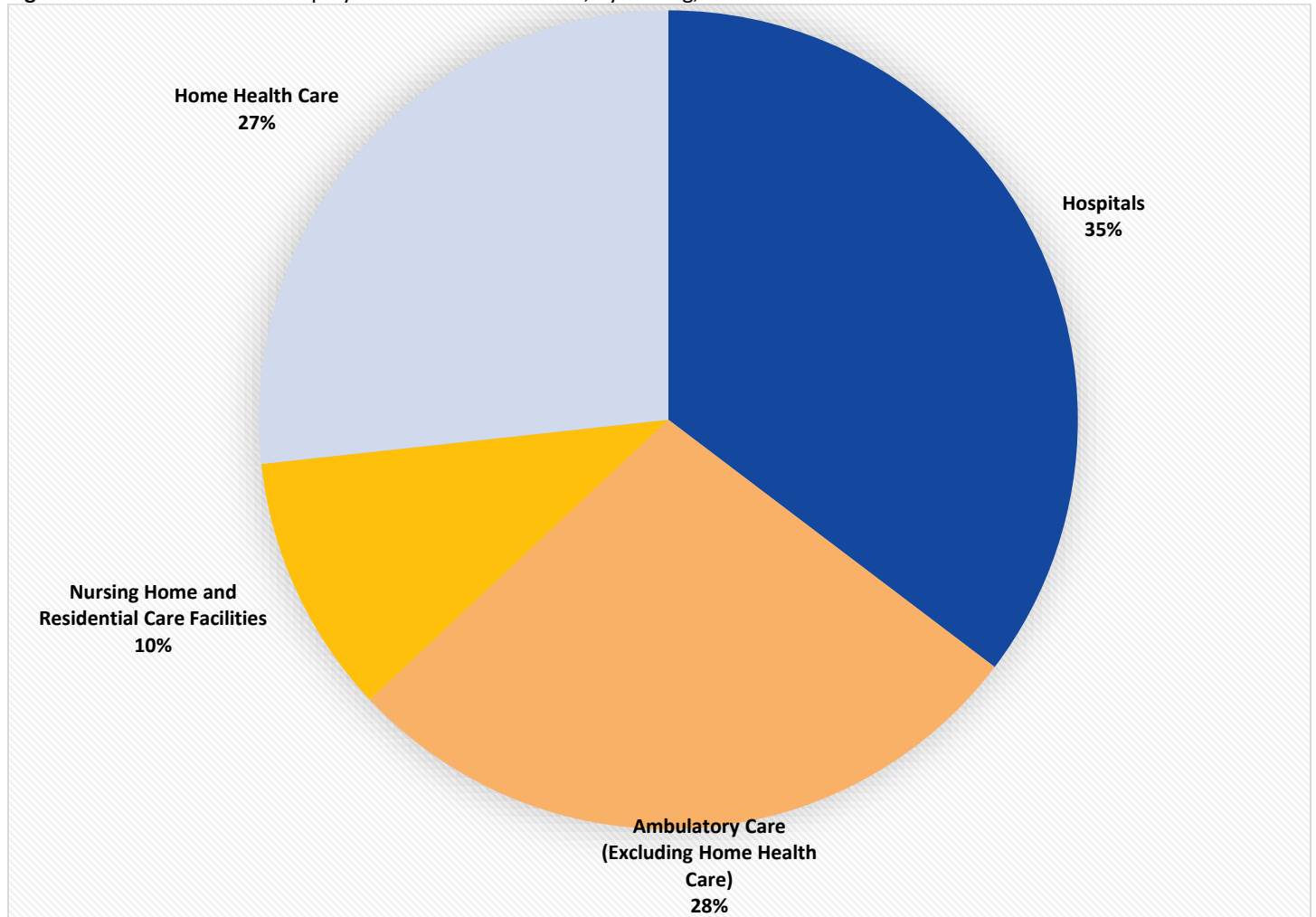
Source: New York State Community Health Indicator Reports.

<sup>1</sup>For those with a primary diagnosis of diabetes.

### 3. Healthcare Sector

#### A. Employment Data Statewide and By Region

**Figure 6.** Healthcare Sector Employment in New York State, by Setting, 2024



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

**Table 3.** Number of Jobs in Healthcare in New York State, by Setting, 2000, 2020, and 2024

Setting	2000	2020	2024	2020 2024		2000 2024	
				# Change	% Change	# Change	% Change
Hospitals	410,300	460,312	492,905	32,593	7.1%	82,605	20.1%
Ambulatory Care (Excluding Home Healthcare)	245,600	328,957	386,383	57,426	17.5%	140,783	57.3%
Nursing Home and Residential Care Facilities	143,200	148,877	143,239	-5,638	-3.8%	39	0.0%
Home Healthcare	64,600	264,383	372,912	108,529	41.0%	308,312	477.3%
<b>Total</b>	<b>863,700</b>	<b>1,202,529</b>	<b>1,395,439</b>	<b>192,910</b>	<b>16.0%</b>	<b>531,739</b>	<b>61.6%</b>

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

**Table 4.** Total Healthcare Sector Employment in New York State, Downstate and Upstate, 2020-2024

	2020	2021	2022	2023	2024	2020 to 2024 Change	
						Number	Percent
Downstate	769,184	792,433	825,039	875,430	947,289	178,105	23.2%
Upstate	426,296	420,804	416,383	428,264	438,559	12,263	2.9%
<b>Total</b>	<b>1,202,529</b>	<b>1,222,000</b>	<b>1,252,333</b>	<b>1,312,549</b>	<b>1,395,439</b>	<b>190,368</b>	<b>15.9%</b>

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

Note: The downstate category includes the Department of Labor regions of New York City and Long Island. The upstate category includes the remainder of the regions.

Note: Regional totals do not add up to the total due to errors in coding counties and regions.

**Table 5.** Total Healthcare Sector Employment in New York State, by Department of Labor, 2020-2024

Region	2020	2021	2022	2023	2024	2020 to 2024 Change	
						Number	Percent
Capital District	57,012	55,545	54,221	55,751	57,385	373	0.7%
Central New York	39,161	38,232	37,849	38,584	39,357	196	0.5%
Finger Lakes	66,607	66,094	66,593	68,102	69,998	3,391	5.1%
Hudson Valley	120,117	120,714	120,750	126,263	128,433	8,316	6.9%
Long Island	186,101	191,804	195,154	198,019	207,015	20,914	11.2%
Mohawk Valley	25,010	23,802	22,851	22,716	23,054	-1,956	-7.8%
New York City	583,083	600,629	629,885	677,411	740,274	157,191	27.0%
North Country	18,388	18,056	16,545	16,527	16,806	-1,582	-8.6%
Southern Tier	27,767	27,219	27,040	27,953	29,080	1,313	4.7%
Western New York	72,234	71,142	70,534	72,368	74,446	2,212	3.1%
<b>Total</b>	<b>1,202,529</b>	<b>1,222,000</b>	<b>1,252,333</b>	<b>1,312,549</b>	<b>1,395,439</b>	<b>190,368</b>	<b>15.8%</b>

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

Note: Regional totals do not add up to the total due to errors in coding counties and regions.

**Table 6.** Total Employment and Healthcare Sector Employment in New York State, by Department of Labor Region, 2020 and 2024

Region	2020		2024	
	Jobs per 100,000 Population	% of Jobs in Healthcare	Jobs per 100,000 Population	% of Jobs in Healthcare
Capital District	5,155.2	11.7%	5,143.6	10.9%
Central New York	5,004.5	12.3%	5,073.7	11.6%
Finger Lakes	5,460.8	13.0%	5,778.0	12.8%
Hudson Valley	5,019.2	14.1%	5,289.3	13.5%
Long Island	6,389.2	15.9%	7,069.3	15.8%
Mohawk Valley	5,190.3	14.4%	4,799.6	12.6%
New York City	6,671.2	14.6%	8,731.6	16.0%
North Country	4,375.2	13.2%	4,072.3	11.3%
Southern Tier	4,390.2	11.7%	4,617.4	11.7%
Western New York	5,100.6	12.6%	5,290.9	12.0%
<b>Total</b>	<b>5,946.1</b>	<b>14.1%</b>	<b>6,975.5</b>	<b>14.6%</b>

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

## B. Hospital Employment

**Table 7.** NYS Upstate and Downstate Healthcare Employment in Hospitals, 2020–2024

	2020	2021	2022	2023	2024	2020 to 2024 Change	
						Number	Percent
Downstate	287,772	288,182	288,398	295,209	316,823	29,051	10.1%
Upstate	172,511	167,533	164,152	169,207	175,090	2,579	1.5%
<b>Total</b>	<b>460,283</b>	<b>455,899</b>	<b>453,363</b>	<b>464,416</b>	<b>491,913</b>	<b>31,630</b>	<b>6.9%</b>

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

Note: The downstate category includes the Department of Labor regions of New York City and Long Island. The upstate category includes the remainder of the regions.

**Table 8.** Hospital Employment in New York State, by Department of Labor Region, 2020–2024

Region	2020	2021	2022	2023	2024	2020 to 2024 Change	
						Number	Percent
Capital District	23,328	21,774	20,986	21,599	22,243	-1,085	-4.7%
Central New York	13,603	13,165	12,928	13,126	13,480	-123	-0.9%
Finger Lakes	33,594	34,239	34,465	35,313	36,842	3,248	9.7%
Hudson Valley	41,898	40,720	40,504	42,289	43,543	1,645	3.9%
Long Island	76,195	77,308	76,301	68,887	79,305	3,110	4.1%
Mohawk Valley	10,678	9,632	8,986	8,939	9,099	-1,579	-14.8%
New York City	211,577	210,874	212,097	226,322	237,518	25,941	12.3%
North Country	9,369	9,125	8,197	7,933	8,139	-1,230	-13.1%
Southern Tier	13,198	12,978	12,645	13,273	13,754	556	4.2%
Western New York	26,843	25,900	25,441	26,735	27,990	1,147	4.3%
<b>Total</b>	<b>460,312</b>	<b>455,899</b>	<b>453,363</b>	<b>464,416</b>	<b>491,913</b>	<b>31,630</b>	<b>6.9%</b>

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

### C. Nursing and Residential Care Facility Employment

**Table 9.** NYS Upstate and Downstate Healthcare Employment in Nursing and Residential Care, 2020–2024

	2020	2021	2022	2023	2024	2020 to 2024 Change	
						Number	Percent
Downstate	69,277	65,769	64,390	65,056	69,389	112	0.2%
Upstate	79,536	72,056	69,195	71,124	73,802	-5,734	-7.2%
<b>Total</b>	<b>148,813</b>	<b>137,825</b>	<b>133,585</b>	<b>136,180</b>	<b>143,191</b>	<b>-5,622</b>	<b>-3.8%</b>

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

Note: The downstate category includes the Department of Labor regions of New York City and Long Island. The upstate category includes the remainder of the regions.

**Table 10.** Nursing and Residential Care Facility Employment in New York State, by Department of Labor Region, 2020–2024

Region	2020	2021	2022	2023	2024	2020 to 2024 Change	
						Number	Percent
Capital District	10,323	9,278	8,678	8,955	9,574	-749	-7.3%
Central New York	8,112	7,157	6,775	6,694	6,986	-1,126	-13.9%
Finger Lakes	12,916	12,014	11,878	12,249	12,700	-216	-1.7%
Hudson Valley	19,363	17,961	17,359	17,937	18,376	-987	-5.1%
Long Island	23,492	22,227	22,089	22,340	23,715	223	0.9%
Mohawk Valley	5,911	5,224	5,021	5,240	5,489	-422	-7.1%
New York City	45,785	43,542	42,301	42,716	45,674	-111	-0.2%
North Country	2,675	2,324	2,022	2,067	2,179	-496	-18.5%
Southern Tier	6,126	5,524	5,366	5,555	5,794	-332	-5.4%
Western New York	14,110	12,574	12,096	12,427	12,704	-1,406	-10.0%
<b>Total</b>	<b>148,813</b>	<b>137,825</b>	<b>133,585</b>	<b>136,180</b>	<b>143,191</b>	<b>-5,622</b>	<b>-3.8%</b>

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

## D. Ambulatory Care Employment (Excluding Home Healthcare)

**Table 11.** NYS Upstate and Downstate Healthcare Employment in Ambulatory Care (Excluding Home Healthcare), 2020–2024

	2020	2021	2022	2023	2024	2020 to 2024 Change	
						Number	Percent
Downstate	185,310	201,304	213,966	221,701	224,799	39,489	21.3%
Upstate	138,866	146,725	149,988	149,527	155,177	16,311	11.7%
<b>Total</b>	<b>324,176</b>	<b>348,029</b>	<b>363,954</b>	<b>371,228</b>	<b>379,976</b>	<b>55,800</b>	<b>17.2%</b>

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

Note: The downstate category includes the Department of Labor regions of New York City and Long Island. The upstate category includes the remainder of the regions.

**Table 12.** Ambulatory Care Employment (Excluding Home Healthcare) in New York State, by Department of Labor Region, 2020–2024

Region	2020	2021	2022	2023	2024	2020 to 2024 Change	
						Number	Percent
Capital District	19,096	20,514	20,736	21,193	21,445	2,349	12.3%
Central New York	15,208	15,804	16,040	16,397	16,429	1,221	8.0%
Finger Lakes	15,163	15,251	15,843	16,184	16,004	841	5.5%
Hudson Valley	43,721	46,710	48,003	50,334	50,839	7,118	16.3%
Long Island	63,302	68,361	71,788	77,573	78,022	14,720	23.3%
Mohawk Valley	7,003	7,576	7,500	7,317	7,206	203	2.9%
New York City	122,008	132,943	142,178	144,128	146,777	24,769	20.3%
North Country	5,642	5,930	5,678	5,873	5,817	175	3.1%
Southern Tier	7,495	7,824	8,223	3,812	8,680	1,185	15.8%
Western New York	25,538	27,116	27,965	28,417	28,757	3,219	12.6%
<b>Total</b>	<b>324,176</b>	<b>348,029</b>	<b>363,954</b>	<b>371,228</b>	<b>379,976</b>	<b>55,800</b>	<b>17.2%</b>

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

## E. Home Healthcare Employment

**Table 13.** NYS Upstate and Downstate Healthcare Employment in Home Healthcare, 2020–2024

	2020	2021	2022	2023	2024	2020 to 2024 Change	
						Number	Percent
Downstate	226,825	237,178	258,285	293,464	336,278	109,453	48.3%
Upstate	35,383	34,490	33,048	33,906	34,508	-875	-2.5%
<b>Total</b>	<b>262,208</b>	<b>271,668</b>	<b>291,333</b>	<b>327,370</b>	<b>370,786</b>	<b>108,578</b>	<b>41.4%</b>

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

Note: The downstate category includes the Department of Labor regions of New York City and Long Island. The upstate category includes the remainder of the regions.

**Table 14.** Home Healthcare Employment in New York State, by Department of Labor Region, 2020–2024

Region	2020	2021	2022	2023	2024	2020 to 2024 Change	
						Number	Percent
Capital District	4,265	3,979	3,821	4,004	4,123	-142	-3.3%
Central New York	2,238	2,106	2,106	2,367	2,480	242	10.8%
Finger Lakes	4,934	4,590	4,407	4,356	4,452	-482	-9.8%
Hudson Valley	15,135	15,323	14,884	15,703	15,675	540	3.6%
Long Island	23,112	23,908	24,976	29,219	25,973	2,861	12.4%
Mohawk Valley	1,418	1,370	1,344	1,220	1,260	-158	-11.1%
New York City	203,713	213,270	233,309	264,245	310,305	106,592	52.3%
North Country	702	677	648	654	671	-31	-4.4%
Southern Tier	948	893	806	813	852	-96	-10.1%
Western New York	5,743	5,552	5,032	4,789	4,995	-748	-13.0%
<b>Total</b>	<b>262,208</b>	<b>271,668</b>	<b>291,333</b>	<b>327,370</b>	<b>370,786</b>	<b>108,578</b>	<b>41.4%</b>

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

## A. Employment and Salaries by Occupation

**Table 15.** The Number of Jobs in Selected Healthcare Occupations in New York State, 2020–2024

Occupational Title	2020	2021	2022	2023	2024	Change Between 2020 and 2024	
						Number	Percent
Audiologists	760	630	1,010	590	670	-90	-13.4%
Cardiovascular Technologists and Technicians	3,360	3,360	3,290	3,310	3,200	-160	-5.0%
Clinical Laboratory Technologists and Technicians	17,470	17,030	16,990	17,770	18,500	1,030	5.6%
Dental Assistants	14,420	19,930	19,040	17,840	19,700	5,280	26.8%
Dental Hygienists	9,190	10,020	13,360	12,100	10,350	1,160	11.2%
Diagnostic Medical Sonographers	5,970	6,020	5,910	5,960	7,080	1,110	15.7%
Dietetic Technicians	1,060	920	830	1,310	1,720	660	38.4%
Dietitians and Nutritionists	4,450	4,880	5,200	5,200	5,500	1,050	19.1%
Emergency Medical Technicians and Paramedics	19,620	17,690	18,720	17,210	20,170	550	2.7%
Healthcare Social Workers	18,290	21,910	25,210	24,900	22,880	4,590	20.1%
Home Health and Personal Care Aides	469,370	478,620	504,160	566,160	623,000	153,630	24.7%
Licensed Practical and Licensed Vocational Nurses	44,440	40,470	38,590	38,760	40,720	-3,720	-9.1%
Magnetic Resonance Imaging Technologists	2,140	2,230	2,750	2,770	3,030	890	29.4%
Medical Assistants	25,490	31,360	35,720	39,860	39,250	13,760	35.1%
Medical Records Specialists	N/A	8,910	10,910	7,860	8,510	N/A	N/A
Medical Secretaries	9,320	44,290	41,590	32,390	34,170	24,850	72.7%
Medical Transcriptionists	2,550	3,030	4,070	5,180	3,990	1,440	36.1%
Medical and Health Services Managers	24,360	23,730	25,430	25,910	31,010	6,650	21.4%
Mental Health and Substance Abuse Social Workers	11,020	11,870	12,170	12,180	14,180	3,160	22.3%
Nuclear Medicine Technologists	870	880	820	930	940	70	7.4%
Nurse Anesthetists	1,920	2,130	1,690	1,130	1,210	-710	-58.7%
Nurse Midwives	460	490	790	740	490	30	6.1%
Nurse Practitioners	14,850	15,190	17,470	16,670	20,430	5,580	27.3%
Nursing Assistants	81,440	85,490	80,100	84,550	85,310	3,870	4.5%
Occupational Therapists	10,560	8,320	8,660	10,460	10,540	-20	-0.2%
Occupational Therapy Assistants and Aides	2,770	2,380	2,180	2,140	2,760	-10	-0.4%
Orderlies	3,210	4,060	3,750	4,520	4,210	1,000	23.8%
Pharmacists	19,460	18,680	19,930	20,310	21,330	1,870	8.8%
Pharmacy Aides	1,920	2,940	2,560	2,620	2,800	880	31.4%
Pharmacy Technicians	18,970	20,650	23,550	23,320	26,450	7,480	28.3%
Phlebotomists	5,800	6,460	7,170	6,090	5,190	-610	-11.8%
Physical Therapist Assistants and Aides	8,100	6,470	7,300	7,050	7,930	-170	-2.1%
Physical Therapists	16,150	16,130	15,300	15,560	15,810	-340	-2.2%
Physician Assistants	13,760	13,670	14,790	16,690	19,390	5,630	29.0%
Psychiatric Aides	5,420	5,230	N/A	4,550	5,330	-90	-1.7%
Psychiatric Technicians	N/A	N/A	N/A	2,380	1,770	N/A	N/A
Radiation Therapists	N/A	N/A	N/A	1,110	1,140	N/A	N/A
Radiologic Technologists and Technicians	12,170	15,180	13,060	14,330	14,370	2,200	15.3%
Recreational Therapists	1,430	1,530	1,430	1,360	1,310	-120	-9.2%
Registered Nurses	178,550	188,300	190,470	188,060	204,120	25,570	12.5%
Respiratory Therapists	6,040	6,590	6,530	6,540	6,780	740	10.9%
Speech-Language Pathologists	12,950	13,150	13,760	16,610	16,250	3,300	20.3%
Surgical Technologists	5,510	5,720	5,700	5,190	5,910	400	6.8%

N/A, not available.

Source: NYS Department of Labor, Employment Statistics, Occupational Wage and Employment Estimates (OES).

**Table 16.** The Median Salaries for Selected Healthcare Occupations in New York State, 2020–2024

Occupational Title	Median Salary					Change Between 2019 and 2023	
	2020	2021	2022	2023	2024	Dollars	Percent
Audiologists	\$81,060	\$92,890	\$81,182	\$85,997	\$101,434	\$20,374	20.1%
Cardiovascular Technologists and Technicians	\$65,810	\$63,930	\$74,923	\$84,441	\$88,389	\$22,579	25.5%
Clinical Laboratory Technologists & Technicians	\$69,380	\$76,190	\$82,700	\$83,356	\$86,965	\$17,585	20.2%
Dental Assistants	\$42,510	\$47,250	\$48,327	\$46,995	\$48,361	\$5,851	12.1%
Dental Hygienists	\$76,950	\$78,470	\$92,451	\$96,427	\$98,155	\$21,205	21.6%
Diagnostic Medical Sonographers	\$80,260	\$79,810	\$89,277	\$99,760	\$104,696	\$24,436	23.3%
Dietetic Technicians	\$40,710	\$45,570	\$49,497	\$48,675	\$49,539	\$8,829	17.8%
Dietitians and Nutritionists	\$70,140	\$75,000	\$79,590	\$80,249	\$81,470	\$11,330	13.9%
Emergency Medical Technicians <sup>a</sup>	\$44,210	\$36,930	\$41,374	\$45,773	\$47,244	\$3,034	6.4%
Healthcare Social Workers	\$58,050	\$58,240	\$57,023	\$60,634	\$69,084	\$11,034	16.0%
Home Health Aides <sup>b</sup>	\$30,920	\$30,300	\$35,191	\$37,570	\$39,059	\$8,139	20.8%
Licensed Practical and Licensed Vocational Nurses	\$51,110	\$50,410	\$59,889	\$64,245	\$65,771	\$14,661	22.3%
Magnetic Resonance Imaging Technologists	\$90,500	\$84,890	\$102,583	\$105,551	\$107,584	\$17,084	15.9%
Medical Assistants	\$38,660	\$37,860	\$45,816	\$46,837	\$47,355	\$8,695	18.4%
Medical Secretaries & Administrative Assistants	N/A	N/A	N/A	\$60,831	\$61,373	N/A	N/A
Medical Transcriptionists	\$40,680	\$44,150	\$46,732	\$47,833	\$49,123	\$8,443	17.2%
Medical and Health Services Managers	\$31,510	\$30,640	\$36,793	\$40,913	\$43,915	\$12,405	28.2%
Mental Health and Substance Abuse Social Workers	\$134,310	\$131,410	\$140,752	\$147,740	\$152,599	\$18,289	12.0%
Nuclear Medicine Technologists	\$61,660	\$75,230	\$78,043	\$78,255	\$82,408	\$20,748	25.2%
Nurse Anesthetists	\$91,400	\$98,680	\$103,820	\$108,016	\$111,985	\$20,585	18.4%
Nurse Midwives	\$200,090	N/A	\$235,040	N/A	N/A	N/A	N/A
Nurse Practitioners	\$119,250	\$127,110	\$132,256	\$133,716	\$141,610	\$22,360	15.8%
Nursing Assistants	\$124,020	\$128,220	N/A	\$141,785	\$149,341	\$25,321	17.0%
Occupational Therapists	\$40,760	\$38,130	\$46,073	\$47,301	\$48,744	\$7,984	16.4%
Occupational Therapy Aides	\$84,760	\$92,420	\$89,698	\$104,919	\$97,961	\$13,201	13.5%
Occupational Therapy Assistants	\$58,260	\$59,050	\$53,785	\$47,591	\$43,313	(\$14,947)	-34.5%
Orderlies	\$62,490	\$61,600	\$68,345	\$66,901	\$66,498	\$4,008	6.0%
Paramedics <sup>a</sup>	\$41,190	\$38,690	\$47,343	\$46,882	\$46,897	\$5,707	12.2%
Personal Care Aides <sup>b</sup>	\$44,210	\$57,060	\$62,874	\$65,571	\$68,223	\$24,013	35.2%
Pharmacists	\$124,320	\$128,920	\$137,685	\$138,413	\$140,055	\$15,735	11.2%
Pharmacy Aides	\$30,940	\$29,910	\$34,167	\$36,449	\$38,209	\$7,269	19.0%
Pharmacy Technicians	\$35,050	\$36,790	\$38,326	\$43,268	\$41,949	\$6,899	16.4%
Phlebotomists	\$43,370	\$46,380	\$47,488	\$50,003	\$50,480	\$7,110	14.1%
Physical Therapy Aides	\$31,740	\$29,990	\$35,613	\$36,646	\$35,968	\$4,228	11.8%
Physical Therapy Assistants	\$56,200	\$61,290	\$63,130	\$63,839	\$66,499	\$10,299	15.5%
Physical Therapists	\$91,770	\$95,620	\$100,917	\$100,734	\$102,135	\$10,365	10.1%
Physician Assistants	\$124,690	\$128,940	\$139,528	\$141,643	\$156,800	\$32,110	20.5%
Psychiatric Aides	\$45,760	\$47,560	\$49,085	\$52,230	\$54,783	\$9,023	16.5%
Psychiatric Technicians	\$43,300	\$46,470	\$51,105	\$53,887	\$59,199	\$15,899	26.9%
Radiation Therapists	\$104,970	\$107,420	\$113,794	\$122,596	\$125,826	\$20,856	16.6%
Radiologic Technologists and Technicians	\$73,550	\$76,920	\$83,351	\$85,767	\$94,007	\$20,457	21.8%
Recreational Therapists	\$56,490	\$59,770	\$63,832	\$65,091	\$65,242	\$8,752	13.4%
Registered Nurses	\$89,840	\$96,170	\$104,230	\$107,734	\$108,470	\$18,630	17.2%
Respiratory Therapists	\$80,400	\$78,610	\$93,938	\$101,621	\$106,639	\$26,239	24.6%
Speech-Language Pathologists	\$89,850	\$98,990	\$104,606	\$97,201	\$111,828	\$21,978	19.7%
Surgical Technologists	\$58,080	\$59,760	\$66,230	\$76,421	\$77,299	\$19,219	24.9%

<sup>a</sup> Emergency medical technicians and paramedics were reported as one occupational category through 2020.

<sup>b</sup> Home health aides and personal care aides were reported as separate occupational categories through 2018.

N/A, not available.

Sources: U.S. Bureau of Labor Statistics, Occupational Employment and Wage Statistics.

**Table 17.** The Salary Range for Selected Healthcare Occupations in New York State, 2024

Occupational Title	Salary Level		
	Entry	Median	Experienced
Audiologists	\$77,787	\$101,434	\$114,745
Cardiovascular Technologists and Technicians	\$52,757	\$88,389	\$103,320
Clinical Laboratory Technologists and Technicians	\$51,760	\$86,965	\$107,092
Dental Assistants	\$40,998	\$48,361	\$56,402
Dental Hygienists	\$72,429	\$98,155	\$107,986
Diagnostic Medical Sonographers	\$83,159	\$104,696	\$112,822
Dietetic Technicians	\$36,516	\$49,539	\$56,853
Dietitians and Nutritionists	\$60,181	\$81,470	\$93,943
Emergency Medical Technicians	\$39,828	\$47,244	\$56,266
Healthcare Social Workers	\$50,222	\$69,084	\$86,560
Home Health & Personal Care Aides	\$36,413	\$39,059	\$42,975
Licensed Practical and Licensed Vocational Nurses	\$55,054	\$65,771	\$74,754
Magnetic Resonance Imaging Technologists	\$78,328	\$107,584	\$118,065
Medical and Health Services Managers	\$101,535	\$152,599	\$220,002
Medical Assistants	\$40,083	\$47,355	\$54,082
Medical Records Specialists	\$44,613	\$61,373	\$77,151
Medical Secretaries	\$40,218	\$49,123	\$55,570
Medical Transcriptionists	\$36,050	\$43,915	\$48,440
Mental Health and Substance Abuse Social Workers	\$57,286	\$82,408	\$119,634
Nuclear Medicine Technologists	\$93,221	\$111,985	\$122,366
Nurse Anesthetists	\$184,905	N/A	N/A
Nurse Midwives	\$112,795	\$141,610	\$157,106
Nurse Practitioners	\$116,631	\$149,341	\$170,350
Nursing Assistants	\$40,105	\$48,744	\$53,277
Occupational Therapists	\$70,872	\$97,961	\$117,064
Occupational Therapy Aides	\$32,257	\$43,313	\$49,165
Occupational Therapy Assistants	\$47,581	\$66,498	\$75,922
Orderlies	\$37,996	\$46,897	\$51,129
Paramedics	\$56,659	\$68,223	\$78,002
Pharmacists	\$106,583	\$140,055	\$156,284
Pharmacy Aides	\$34,600	\$38,209	\$43,503
Pharmacy Technicians	\$36,388	\$41,949	\$51,154
Phlebotomists	\$41,991	\$50,480	\$57,470
Physical Therapist Aides	\$32,868	\$35,968	\$44,548
Physical Therapist Assistants	\$46,442	\$66,499	\$75,849
Physical Therapists	\$74,194	\$102,135	\$118,161
Physician Assistants	\$112,175	\$156,800	\$177,003
Psychiatric Aides	\$44,557	\$54,783	\$59,716
Psychiatric Technicians	\$44,246	\$59,199	\$64,856
Radiation Therapists	\$96,588	\$125,826	\$151,839
Radiologic Technologists	\$68,563	\$94,007	\$107,593
Recreational Therapists	\$51,842	\$65,242	\$76,183
Registered Nurses	\$82,326	\$108,470	\$129,082
Respiratory Therapists	\$81,945	\$106,639	\$121,942
Speech-Language Pathologists	\$73,813	\$111,828	\$135,103
Surgical Technologists	\$55,768	\$77,299	\$89,144

N/A, not available.

Source: U.S. Bureau of Labor Statistics, Occupational Employment and Wage Statistics, May 2022 Data.

## 2. Employer Demand Surveys

### A. Hospitals

**Table 18.** Percent of Respondents Who Indicated Recruitment and/or Retention Difficulties at New York State Hospitals

Occupations	Percent of Respondents Indicating Difficulty	
	Recruiting	Retaining
Certified Nurse Aides/Nurse Aides/Nurse Assistants/Patient Care Techs	8.0%	32.0%
Clinical Laboratory Technicians	36.8%	11.1%
Clinical Laboratory Technologists	60.0%	5.3%
Community Health Workers	7.7%	8.3%
Credentialed Alcoholism and Substance Abuse Counselors (CASAC)	45.5%	18.2%
Licensed Mental Health Counselors	31.6%	20.0%
Licensed Practical Nurses	52.6%	45.0%
Medical Assistants (Certified)	18.8%	13.3%
Nurse Practitioners (All other)	21.7%	8.7%
Nurse Practitioners (Behavioral Health)	46.2%	15.4%
Patient Care Managers	45.5%	14.3%
Pharmacists	25.0%	0.0%
Pharmacy Technicians (Registered)	13.0%	0.0%
Physician Assistants	27.3%	4.5%
Registered Nurses (Associate-prepared)	30.4%	52.2%
Registered Nurses (Baccalaureate-prepared)	40.0%	56.0%
Respiratory Therapists	52.2%	9.1%
Social Workers -- LCSWs	29.4%	17.6%
Social Workers -- LMSWs	25.0%	10.5%
Surgical Technicians	52.2%	21.7%

**Table 19.** Reasons<sup>1</sup> for Recruitment Difficulties at New York State Hospitals, 2025

Occupations	Reasons For Recruitment Difficulties					
	Candidates applying not qualified	Shortage of workers/applicants	Location/ Transportation issues	Non competitive benefits	Non competitive salaries	Potential applicants not following up/skipping appointments (ghosting)
Certified Nurse Aides/Nurse Aides/Patient Care Techs	22.2%	33.3%	33.3%	0.0%	44.4%	22.2%
Clinical Laboratory Technicians	25.0%	83.3%	8.3%	0.0%	8.3%	8.3%
Clinical Laboratory Technologists	17.6%	94.1%	5.9%	0.0%	5.9%	0.0%
Credentialed Alcoholism and Substance Abuse Counselors (CASAC)	50.0%	87.5%	12.5%	0.0%	37.5%	0.0%
Licensed Mental Health Counselors	25.0%	66.7%	8.3%	0.0%	33.3%	0.0%
Licensed Practical Nurses	16.7%	66.7%	25.0%	16.7%	50.0%	25.0%
Medical Assistants (Certified)	0.0%	60.0%	20.0%	0.0%	60.0%	20.0%
Nurse Practitioners (All other)	27.3%	54.5%	9.1%	0.0%	36.4%	9.1%
Nurse Practitioners (Behavioral Health)	22.2%	66.7%	11.1%	0.0%	33.3%	0.0%
Patient Care Managers	60.0%	100.0%	20.0%	0.0%	60.0%	0.0%
Pharmacists	23.5%	52.9%	5.9%	0.0%	5.9%	0.0%
Pharmacy Technicians (Registered)	40.0%	50.0%	30.0%	10.0%	10.0%	20.0%
Physician Assistants	20.0%	50.0%	10.0%	0.0%	20.0%	10.0%
Registered Nurses (Associate-prepared)	7.7%	76.9%	7.7%	0.0%	15.4%	30.8%
Registered Nurses (Baccalaureate-prepared)	6.7%	66.7%	6.7%	0.0%	26.7%	26.7%
Respiratory Therapists	5.3%	73.7%	10.5%	0.0%	26.3%	0.0%
Social Workers -- LCSWs	23.1%	61.5%	0.0%	0.0%	15.4%	0.0%
Social Workers -- LMSWs	20.0%	60.0%	6.7%	0.0%	13.3%	0.0%
Surgical Technicians	21.1%	63.2%	0.0%	5.3%	47.4%	5.3%

<sup>1</sup>Throughout this report, tables that report recruitment and retention difficulties only displays those occupation that have 5 or more responses.

**Table 20.** Reasons<sup>1</sup> for Retention Difficulties at New York State Hospitals, 2025

Occupations	Reasons For Retention Difficulties					
	Career change	Left for better benefits	Left for better salary	Left for better work life balance	Left for family commitments	Retirement
Certified Nurse Aides/Nurse Aides/Patient Care Techs	68.8%	12.5%	43.8%	25.0%	50.0%	25.0%
Licensed Mental Health Counselors	0.0%	0.0%	50.0%	33.3%	16.7%	0.0%
Licensed Practical Nurses	25.0%	0.0%	58.3%	41.7%	41.7%	16.7%
Medical Assistants (Certified)	85.7%	14.3%	71.4%	42.9%	71.4%	0.0%
Nurse Practitioners (All other)	20.0%	0.0%	60.0%	40.0%	60.0%	0.0%
Registered Nurses (Associate-prepared)	52.9%	17.6%	47.1%	52.9%	58.8%	35.3%
Registered Nurses (Baccalaureate-prepared)	52.6%	15.8%	57.9%	47.4%	57.9%	26.3%
Respiratory Therapists	28.6%	0.0%	85.7%	42.9%	42.9%	14.3%
Social Workers -- LCSWs	44.4%	0.0%	55.6%	33.3%	33.3%	11.1%
Social Workers -- LMSWs	37.5%	0.0%	50.0%	25.0%	50.0%	12.5%
Surgical Technicians	23.1%	7.7%	61.5%	46.2%	46.2%	23.1%

<sup>1</sup>Throughout this report, tables that report recruitment and retention difficulties only displays those occupation that have 5 or more responses.

Hospitals reported that they implemented a number of strategies to address recruitment and retention issues of their workforce that included:

- Increasing hourly pay
- Paying sign-on bonuses
- Creating career advancement opportunities
- Increasing pay for extra shifts or for longer/irregular hours
- Implementing satisfaction surveys or stay interviews

## B. Nursing Homes and Adult Care Facilities

**Table 21.** Percent of Respondents Who Indicated Recruitment and/or Retention Difficulties at New York State Nursing Homes and Adult Care Facilities

Occupation	Percent of Respondents Indicating Difficulty	
	Recruiting	Retaining
Certified Nurse Aides/Nurse Aides/Patient Care Techs	27.8%	30.6%
Dietitians/Nutritionists	37.5%	10.7%
Home Health Aides	33.3%	26.7%
Licensed Practical Nurses	62.8%	35.7%
MDS Coordinators	40.9%	9.5%
Nurse Aide Trainees	0.0%	61.5%
Nurse Practitioners (All other)	10.0%	14.3%
Nurse Practitioners (Behavioral Health)	20.0%	0.0%
Occupational Therapists	32.1%	3.6%
Occupational Therapy Assistants	26.9%	4.0%
Patient Care Managers	12.5%	0.0%
Personal Care Aides	33.3%	33.3%
Pharmacists	16.7%	0.0%
Physical Therapy Assistants	39.3%	4.3%
Physician Assistants	37.5%	0.0%
Registered Nurses (Associate-prepared)	52.9%	21.2%
Registered Nurses (Baccalaureate prepared)	61.8%	18.2%
Residential Care Aides (ACF/ALR)	33.3%	22.2%
Respiratory Therapists	40.0%	10.0%
Social Workers - BSWs	36.8%	10.5%
Social Workers - LCSWs	20.0%	26.7%
Social Workers - LMSWs	26.3%	15.8%
Speech Language Pathologists	40.0%	13.6%

**Table 22.** Reasons for Recruitment Difficulties at New York State Nursing Homes and Adult Care Facilities, 2025

Occupation	Reasons for Recruitment Difficulties				
	Applicants failed/ refused background checks/ drug tests	Applicants not following up/skipping appointments (ghosting)	Candidates applying not qualified	Family care giving commitments	Shortage of workers/applicants
Certified Nurse Aides/Nurse Aides/Patient Care Techs	23.8%	71.4%	52.4%	42.9%	76.2%
Dietitians/Nutritionists	0.0%	17.6%	29.4%	5.9%	76.5%
Home Health Aides	12.5%	75.0%	87.5%	87.5%	87.5%
Licensed Practical Nurses	8.8%	50.0%	29.4%	20.6%	85.3%
MDS Coordinators	0.0%	0.0%	30.0%	0.0%	60.0%
Nurse Aide Trainees	50.0%	83.3%	33.3%	66.7%	50.0%
Nurse Practitioners (All other)	0.0%	0.0%	16.7%	0.0%	66.7%
Occupational Therapists	0.0%	5.6%	11.1%	0.0%	88.9%
Occupational Therapy Assistants	0.0%	0.0%	18.8%	6.3%	93.8%
Personal Care Aides	44.4%	77.8%	77.8%	33.3%	77.8%
Physical Therapy Assistants	0.0%	5.9%	5.9%	0.0%	82.4%
Physician Assistants	6.7%	0.0%	6.7%	6.7%	6.7%
Registered Nurses (Associate-prepared)	3.8%	34.6%	19.2%	15.4%	92.3%
Registered Nurses (Baccalaureate prepared)	3.6%	32.1%	14.3%	17.9%	85.7%
Residential Care Aides (ACF/ALR)	60.0%	40.0%	80.0%	60.0%	80.0%
Respiratory Therapists	0.0%	12.5%	25.0%	12.5%	75.0%
Social Workers - BSWs	8.3%	8.3%	41.7%	8.3%	75.0%
Social Workers - LCSWs	0.0%	33.3%	50.0%	0.0%	83.3%
Social Workers - LMSWs	8.3%	16.7%	50.0%	16.7%	83.3%
Speech Language Pathologists	0.0%	14.3%	14.3%	7.1%	85.7%

**Table 23.** Reasons for Recruitment Difficulties at New York State Nursing Homes and Adult Care Facilities, 2025

Occupation	Reasons for Recruitment Difficulties			
	Location/ Transportation issues	Non competitive benefits	Non competitive salaries	Shortage of workers/applicants with specific language or cultural backgrounds
Certified Nurse Aides/Nurse Aides/Patient Care Techs	52.4%	19.0%	38.1%	4.8%
Dietitians/Nutritionists	23.5%	5.9%	52.9%	0.0%
Home Health Aides	75.0%	50.0%	37.5%	12.5%
Licensed Practical Nurses	35.3%	20.6%	50.0%	0.0%
MDS Coordinators	30.0%	0.0%	10.0%	0.0%
Nurse Aide Trainees	83.3%	33.3%	33.3%	16.7%
Nurse Practitioners (All other)	50.0%	0.0%	33.3%	0.0%
Occupational Therapists	33.3%	16.7%	27.8%	5.6%
Occupational Therapy Assistants	25.0%	12.5%	37.5%	6.3%
Personal Care Aides	55.6%	22.2%	55.6%	0.0%
Physical Therapy Assistants	29.4%	11.8%	23.5%	11.8%
Physician Assistants	6.7%	0.0%	0.0%	0.0%
Registered Nurses (Associate-prepared)	38.5%	15.4%	30.8%	7.7%
Registered Nurses (Baccalaureate prepared)	35.7%	17.9%	39.3%	3.6%
Residential Care Aides (ACF/ALR)	60.0%	20.0%	40.0%	20.0%
Respiratory Therapists	12.5%	12.5%	75.0%	0.0%
Social Workers - BSWs	41.7%	8.3%	33.3%	0.0%
Social Workers - LCSWs	33.3%	0.0%	16.7%	0.0%
Social Workers - LMSWs	25.0%	8.3%	16.7%	0.0%
Speech Language Pathologists	50.0%	0.0%	14.3%	14.3%

**Table 24.** Reasons for Retention Difficulties at New York State Nursing Homes and Assisted Living Facilities, 2025

Occupation	Reasons for Retention Difficulties			
	Changed careers	Left for better benefits	Left for better salary	Retirements
Certified Nurse Aides/Assistants	32.8%	19.0%	77.6%	22.4%
CNA Trainees/ Temporary Nurse Aides	41.2%	8.8%	82.4%	0.0%
Dietitians/Nutritionists	5.9%	0.0%	70.6%	0.0%
Home Health Aides	9.1%	15.2%	93.9%	3.0%
Infection Preventionist Practitioners	0.0%	8.3%	25.0%	25.0%
Licensed Clinical Social Workers (LCSWs)	5.9%	0.0%	35.3%	0.0%
Licensed Master Social Workers (LMSWs)	5.6%	0.0%	38.9%	0.0%
Licensed Practical Nurse (LPNs)	21.1%	40.9%	87.3%	11.3%
MDS Coordinators	13.3%	0.0%	46.7%	0.0%
Nurse Directors/Managers	20.0%	23.3%	60.0%	13.3%
Nurse Educators	16.7%	11.1%	44.4%	5.6%
Occupational Therapists	0.0%	7.1%	57.1%	7.1%
Occupational Therapy Assistants	0.0%	7.1%	57.1%	0.0%
Paid Feeding Assistants	100.0%	0.0%	100.0%	0.0%
Personal Care Aides	7.4%	3.7%	85.2%	0.0%
Physical Therapists	12.5%	6.3%	62.5%	6.3%
Physical Therapy Assistants	8.3%	8.3%	75.0%	16.7%
Registered Nurses (RNs) Newly Licensed	2.5%	17.5%	62.5%	0.0%
Registered Nurses (RNs) Experienced	8.2%	12.3%	67.1%	15.1%
Residential Care Aide (ACF/ALR)	11.4%	14.3%	85.7%	5.7%
Respiratory Therapists	0.0%	11.1%	66.7%	5.6%
Speech-Language Pathologists	13.3%	0.0%	46.7%	0.0%

**Table 25.** Reasons for Retention Difficulties at New York State Nursing Homes and Assisted Living Facilities, 2025

Occupation	Reasons for Retention Difficulties				
	Left for family commitments	Paperwork and regulatory requirements	Pay/hours limited to protect safety net eligibility (Medicaid, food stamps, etc.)	Retirement	Terminated for cause
Certified Nurse Aides/Nurse Aides/Patient Care Techs	52.4%	33.3%	38.1%	38.1%	57.1%
Dietitians/Nutritionists	16.7%	0.0%	0.0%	16.7%	0.0%
Home Health Aides	88.9%	66.7%	44.4%	33.3%	66.7%
Licensed Practical Nurses	48.0%	44.0%	28.0%	32.0%	44.0%
MDS Coordinators	0.0%	0.0%	0.0%	0.0%	40.0%
Nurse Aide Trainees	91.7%	41.7%	75.0%	8.3%	66.7%
Occupational Therapists	0.0%	16.7%	0.0%	0.0%	0.0%
Occupational Therapy Assistants	14.3%	14.3%	28.6%	0.0%	0.0%
Personal Care Aides	50.0%	37.5%	50.0%	0.0%	50.0%
Physical Therapists	28.6%	28.6%	14.3%	0.0%	0.0%
Physical Therapy Assistants	28.6%	0.0%	14.3%	0.0%	0.0%
Registered Nurses (Associate-prepared)	44.4%	27.8%	0.0%	22.2%	22.2%
Registered Nurses (Baccalaureate prepared)	36.8%	26.3%	10.5%	26.3%	26.3%
Residential Care Aides (ACF/ALR)	20.0%	60.0%	40.0%	0.0%	40.0%
Social Workers - LCSWs	40.0%	40.0%	20.0%	0.0%	20.0%
Social Workers - LMSWs	14.3%	14.3%	0.0%	14.3%	14.3%
Speech Language Pathologists	14.3%	14.3%	28.6%	0.0%	0.0%

Nursing homes and adult care facilities reported that they implemented a number of strategies to address recruitment and retention issues of their workforce that included:

- Increasing hourly pay
- Implementing satisfaction surveys or stay interviews
- Restructuring shifts
- Paying sign-on bonuses
- Allowing more per diem or part-time work

### C. Home Healthcare

**Table 26.** Percent of Respondents Who Indicated Recruitment and/or Retention Difficulties at New York State Home Health Care Agencies, 2025

Occupation	Percent of Respondents Indicating Difficulty	
	Recruiting	Retaining
Home Health Aides	32.00%	20.0%
LCSW Social Workers	40.00%	20.0%
Licensed Practical Nurses	33.33%	8.3%
LMSW Social Workers	36.36%	0.0%
Occupational Therapists	55.56%	10.0%
Patient Care Managers	12.50%	0.0%
Personal Care Aides	10.00%	10.5%
Physical Therapists	66.67%	0.0%
Registered Nurses (Associate-prepared)	41.67%	16.7%
Registered Nurses (Baccalaureate-prepared)	68.42%	27.8%
Speech Language Pathologists	55.56%	11.1%

**Table 27.** Reasons for Recruitment Difficulties at New York State Home Health Care Agencies, 2025

Occupation	Reasons for Recruitment Difficulties		
	Applicants failed or refused background check or drug test	Location/ Transportation issues	Non competitive benefits
Home Health Aides	28.6%	78.6%	28.6%
LCSW Social Workers	0.0%	20.0%	0.0%
Licensed Practical Nurses	0.0%	25.0%	0.0%
LMSW Social Workers	0.0%	12.5%	0.0%
Occupational Therapists	0.0%	16.7%	0.0%
Personal Care Aides	33.3%	77.8%	44.4%
Physical Therapists	0.0%	16.7%	0.0%
Registered Nurses (Associate-prepared)	0.0%	18.2%	18.2%
Registered Nurses (Baccalaureate-prepared)	0.0%	11.8%	11.8%
Speech Language Pathologists	0.0%	0.0%	25.0%

**Table 28.** Reasons for Recruitment Difficulties at New York State Home Health Care Agencies, 2025

Occupation	Reasons for Recruitment Difficulties		
	Non competitive salaries	Shortage of workers/applicants	Shortage of workers/applicants with specific language or cultural backgrounds
Home Health Aides	42.9%	78.6%	21.4%
LCSW Social Workers	20.0%	80.0%	0.0%
Licensed Practical Nurses	50.0%	62.5%	12.5%
LMSW Social Workers	25.0%	62.5%	0.0%
Occupational Therapists	16.7%	100.0%	0.0%
Personal Care Aides	44.4%	66.7%	44.4%
Physical Therapists	33.3%	100.0%	0.0%
Registered Nurses (Associate-prepared)	45.5%	72.7%	0.0%
Registered Nurses (Baccalaureate-prepared)	52.9%	76.5%	11.8%
Speech Language Pathologists	37.5%	75.0%	0.0%

**Table 29.** Reasons for Retention Difficulties at New York State Home Health Care Agencies, 2025

Occupation	Related Reasons for Retention Difficulties				
	Lack of flexible schedules	Left due to immigration status change	Left for better salary and Benefits	Left for better work life balance	Left for family commitments
Home Health Aides	25.0%	16.7%	100.0%	33.3%	41.7%
Occupational Therapists	0.0%	0.0%	80.0%	0.0%	0.0%
Personal Care Aides	25.0%	12.5%	100.0%	12.5%	37.5%
Physical Therapists	0.0%	0.0%	83.3%	0.0%	0.0%
Registered Nurses (Associate-prepared)	9.1%	0.0%	81.8%	36.4%	18.2%
Registered Nurses (Baccalaureate-prepared)	21.4%	0.0%	78.6%	21.4%	14.3%
Speech Language Pathologists	0.0%	0.0%	83.3%	0.0%	0.0%

**Table 30.** Reasons for Retention Difficulties at New York State Home Health Care Agencies, 2025

Occupation	Related Reasons for Retention Difficulties				
	Left for job outside of healthcare	Paperwork and regulatory burden	Retirement	Transportation issues	Work hours limited to protect safety net eligibility (Medicaid, food stamps, etc.)
Home Health Aides	50.0%	25.0%	16.7%	41.7%	58.3%
Occupational Therapists	0.0%	20.0%	0.0%	0.0%	40.0%
Personal Care Aides	37.5%	12.5%	25.0%	37.5%	75.0%
Physical Therapists	0.0%	16.7%	0.0%	16.7%	33.3%
Registered Nurses (Associate-prepared)	0.0%	63.6%	9.1%	9.1%	18.2%
Registered Nurses (Baccalaureate-prepared)	0.0%	50.0%	14.3%	7.1%	21.4%
Speech Language Pathologists	0.0%	33.3%	0.0%	0.0%	33.3%

Home Health Care Agencies reported that they implemented a number of strategies to address recruitment and retention issues of their workforce that included:

- Increasing hourly pay
- Increasing pay for extra shifts or for longer/irregular hours
- Paying referral bonuses
- Implementing satisfaction surveys or stay interviews
- Paying for tuition

## D. Clinics

**Table 31.** Percent of Respondents Who Indicated Recruitment and/or Retention Difficulties at New York State Clinics, 2025

Occupation	Percent of Respondents Indicating Difficulty	
	Recruiting	Retaining
Community Health Workers	0.0%	0.0%
Credentialed Alcoholism and Substance Abuse Counselors (CASAC)	20.0%	0.0%
Dental Hygienists	66.7%	14.3%
Dentists	75.0%	12.5%
LCSW Social Workers	57.7%	26.1%
Licensed Mental Health Counselors	27.8%	15.8%
Licensed Practical Nurses	46.7%	26.9%
LMSW Social Workers	40.9%	25.0%
Nurse Practitioners (All other)	36.0%	4.2%
Nurse Practitioners (Behavioral Health)	20.0%	13.3%
Patient Care Managers	23.1%	0.0%
Pharmacists	0.0%	11.1%
Physician Assistants	25.0%	0.0%
Primary Care Physicians	90.9%	10.0%
Psychiatrists	85.7%	7.7%
Medical Assistants (Certified)	0.0%	10.0%
Pharmacy Technicians (Registered)	0.0%	16.7%
Registered Nurses (Associate-prepared)	54.5%	19.0%
Registered Nurses (Baccalaureate-prepared)	56.0%	20.0%

**Table 32.** Reasons for Recruitment Difficulties at New York State Clinics, 2025

Occupation	Reasons for Recruitment Difficulties			
	Applicants not following up/skipping appointments (ghosting)	Candidates applying not qualified	Family care giving commitments	Shortage of workers/applicants
Credentialed Alcoholism and Substance Abuse Counselors (CASAC)	0.0%	60.0%	0.0%	40.0%
Dental Hygienists	10.0%	0.0%	20.0%	100.0%
Dentists	7.1%	14.3%	7.1%	85.7%
LCSW Social Workers	10.5%	26.3%	10.5%	94.7%
Licensed Mental Health Counselors	30.0%	30.0%	0.0%	80.0%
Licensed Practical Nurses	53.8%	15.4%	15.4%	57.7%
LMSW Social Workers	20.0%	26.7%	13.3%	86.7%
Nurse Practitioners (All other)	6.7%	13.3%	6.7%	80.0%
Nurse Practitioners (Behavioral Health)	0.0%	7.7%	7.7%	84.6%
Patient Care Managers	50.0%	50.0%	16.7%	33.3%
Physician Assistants	0.0%	10.0%	10.0%	70.0%
Primary Care Physicians	4.5%	13.6%	9.1%	86.4%
Psychiatrists	8.3%	0.0%	0.0%	83.3%
Registered Nurses (Associate-prepared)	33.3%	16.7%	5.6%	77.8%
Registered Nurses (Baccalaureate-prepared)	19.0%	23.8%	4.8%	71.4%

**Table 33.** Reasons for Recruitment Difficulties at New York State Clinics, 2025

Occupation	Reasons for Recruitment Difficulties			
	Location/ Transportation issues	Non competitive benefits	Non competitive salaries	Shortage of workers/applicants with specific language or cultural backgrounds
Credentialed Alcoholism and Substance Abuse Counselors (CASAC)	20.0%	20.0%	60.0%	20.0%
Dental Hygienists	40.0%	20.0%	50.0%	10.0%
Dentists	57.1%	21.4%	57.1%	7.1%
LCSW Social Workers	42.1%	26.3%	57.9%	21.1%
Licensed Mental Health Counselors	20.0%	0.0%	40.0%	40.0%
Licensed Practical Nurses	23.1%	26.9%	73.1%	3.8%
LMSW Social Workers	40.0%	26.7%	53.3%	13.3%
Nurse Practitioners (All other)	26.7%	33.3%	46.7%	26.7%
Nurse Practitioners (Behavioral Health)	30.8%	15.4%	30.8%	15.4%
Patient Care Managers	0.0%	16.7%	50.0%	0.0%
Physician Assistants	30.0%	30.0%	20.0%	30.0%
Primary Care Physicians	31.8%	31.8%	59.1%	18.2%
Psychiatrists	25.0%	25.0%	41.7%	25.0%
Registered Nurses (Associate-prepared)	33.3%	33.3%	61.1%	5.6%
Registered Nurses (Baccalaureate-prepared)	33.3%	28.6%	52.4%	9.5%

**Table 34.** Reasons for Retention Difficulties at New York State Clinics, 2025

Occupation	Reasons for Retention Difficulties			
	Career change	Left for better benefits	Left for better salary	Left for better work life balance
LCSW Social Workers	8.3%	33.3%	91.7%	50.0%
Licensed Mental Health Counselors	14.3%	42.9%	57.1%	42.9%
Licensed Practical Nurses	0.0%	41.7%	91.7%	33.3%
LMSW Social Workers	12.5%	62.5%	87.5%	50.0%
Nurse Practitioners (Behavioral Health)	0.0%	0.0%	66.7%	33.3%
Physician Assistants	16.7%	33.3%	66.7%	83.3%
Primary Care Physicians	0.0%	37.5%	87.5%	75.0%
Registered Nurses (Associate-prepared)	7.7%	46.2%	84.6%	38.5%
Registered Nurses (Baccalaureate-prepared)	7.1%	35.7%	85.7%	50.0%

**Table 35.** Reasons for Retention Difficulties at New York State Clinics, 2025

Occupation	Reasons for Retention Difficulties			
	Left for family commitments	Paperwork and regulatory requirements	Pay/hours limited to protect safety net eligibility (Medicaid, food stamps, etc.)	Retirement
LCSW Social Workers	16.7%	33.3%	0.0%	16.7%
Licensed Mental Health Counselors	28.6%	42.9%	0.0%	14.3%
Licensed Practical Nurses	25.0%	8.3%	16.7%	8.3%
LMSW Social Workers	25.0%	37.5%	0.0%	12.5%
Nurse Practitioners (Behavioral Health)	33.3%	33.3%	0.0%	0.0%
Physician Assistants	33.3%	33.3%	0.0%	16.7%
Primary Care Physicians	50.0%	25.0%	0.0%	50.0%
Registered Nurses (Associate-prepared)	30.8%	23.1%	7.7%	7.7%
Registered Nurses (Baccalaureate-prepared)	21.4%	28.6%	7.1%	7.1%

Clinics reported that they implemented a number of strategies to address recruitment and retention issues of their workforce that included:

- Increasing hourly pay
- Allowing more per diem or part-time work
- Restructuring work week (e.g., four-day work week with longer hours per day)
- Implementing satisfaction surveys or stay interviews
- Paying retention bonuses

### 3. Healthcare Workforce Production and Projected Need

#### A. Licenses

**Table 36.** The Number of Licensed Individuals in Selected Healthcare Professions in New York State, 2021-2025

Occupation	2021	2022	2023	2024	2025	Change Between 2021 and 2025	
						Number	Percent
Clinical Laboratory Technicians	1,894	1,891	1,944	1,993	1,983	89	4.7%
Clinical Laboratory Technologists	13,564	13,564	13,843	14,531	14,628	1,064	7.8%
Dental Assistants	1,573	1,578	1,533	1,501	1,518	-55	-3.5%
Dental Hygienists	12,036	12,204	12,148	12,180	12,285	249	2.1%
Dietitians/Nutritionists	6,486	6,463	6,689	7,167	7,608	1,122	17.3%
Licensed Practical Nurses (LPNs)	68,322	67,825	67,506	67,512	65,129	-3,193	-4.7%
Nurse Practitioners <sup>a</sup>	32,750	34,659	39,767	41,160	47,085	14,335	43.8%
Occupational Therapists	15,942	16,409	17,147	17,685	18,139	2,197	13.8%
Occupational Therapy Assistants	4,818	4,849	4,706	4,599	4,412	-406	-8.4%
Pharmacists	28,971	29,564	29,746	30,485	30,866	1,895	6.5%
Pharmacy Technicians <sup>b</sup>	2,722	2,788	4,924	6,096	6,763	4,041	148.5%
Physical Therapists	25,838	26,490	27,208	28,442	29,535	3,697	14.3%
Physical Therapist Assistants	6,992	7,052	6,909	7,024	7,188	196	2.8%
Physician Assistants	19,449	20,340	21,906	23,229	24,695	5,246	27.0%
Registered Nurses (RNs)	345,212	355,195	393,924	435,685	465,341	120,129	34.8%
Respiratory Therapists	7,041	7,212	7,606	7,563	7,586	545	7.7%
Social Workers <sup>c</sup>	61,722	63,555	67,121	69,569	72,818	11,096	18.0%
Speech-Language Pathologists	20,865	21,291	22,207	22,880	23,511	2,646	12.7%

<sup>a</sup> Nurse practitioners are licensed as registered nurses and are certified in 1 or more of 16 specialties.

<sup>b</sup> Registered pharmacy technicians were first licensed by New York State in 2021. Counts by county were not available in 2021.

<sup>c</sup> Social workers include both Licensed Clinical Social Workers and Licensed Master Social Workers.

Source: New York State Education Department, Office of Professions.

## B. Graduations

**Table 37.** The Number of Graduations for Selected Healthcare Occupations in New York State, 2020-2024

Occupational Program	School Year					Change Between 2020 and 2024	
	2020	2021	2022	2023	2024	Number	Percent
Audiologists & Speech Language Pathologists <sup>a</sup>	2,115	2,138	2,201	2,207	2,073	-42	-2.0%
Cardiovascular Technologists and Technicians	10	8	13	11	14	4	40.0%
Clinical Laboratory Technicians	106	82	143	100	117	11	10.4%
Clinical Laboratory Technologists	321	301	323	354	357	36	11.2%
Clinical Nutritionists	185	162	163	125	114	-71	-38.4%
Creative Arts Therapists <sup>b</sup>	220	211	208	177	218	-2	-0.9%
Dental Assistants	335	290	414	394	333	-2	-0.6%
Dental Hygienists	442	435	428	431	371	-71	-16.1%
Dietitians	406	402	374	327	313	-93	-22.9%
Electrocardiograph Technologists and Technicians	151	83	25	41	81	-70	-46.4%
EMTs and Paramedics	223	208	212	239	205	-18	-8.1%
Healthcare Administrators	1,941	2,012	2,241	2,140	2,051	110	5.7%
License Practical Nurses (LPNs)	2,442	2,586	2,325	2,136	2,134	-308	-12.6%
Marriage and Family Therapists	102	114	102	82	105	3	2.9%
Medical Assistants	3,028	2,380	2,840	2,714	2,329	-699	-23.1%
Mental Health Counselors	997	1,024	892	1,042	1,116	119	11.9%
Nuclear Medical Technologists	23	30	28	24	17	-6	-26.1%
Nurse Anesthetist	33	40	40	48	50	17	51.5%
Nurse Midwives	32	26	26	29	27	-5	-15.6%
Nursing and Patient Care Aides and Assistants	474	470	668	724	646	172	36.3%
Occupational Therapists	1,106	1,080	1,095	1,185	1,109	3	0.3%
Occupational Therapy Assistants	327	112	286	290	187	-140	-42.8%
Opticians, Dispensing	80	52	31	40	30	-50	-62.5%
Optometrists	96	99	90	96	98	2	2.1%
Pharmacists	1,012	980	945	874	882	-130	-12.8%
Pharmacy Technicians/Assistants	179	60	115	83	74	-105	-58.7%
Phlebotomists	431	226	166	243	79	-352	-81.7%
Physical Therapists	1,373	1,171	1,350	1,112	1,115	-258	-18.8%
Physical Therapy Assistants	264	169	303	200	194	-70	-26.5%
Physician Assistants	1,299	1,260	1,474	1,379	1,337	38	2.9%
Radiation Therapists	520	466	486	502	456	-64	-12.3%
Radiologic Technologists	156	235	266	170	204	48	30.8%
Recreational Therapists	164	141	112	109	84	-80	-48.8%
Registered Nurses (RNs) <sup>c</sup>	10,253	10,703	10,746	10,265	10,286	33	0.3%
Registered Nurses with Advanced Education <sup>d</sup>	1,670	2,040	2,007	2,093	2,165	495	29.6%
Respiratory Therapists	173	194	187	181	202	29	16.8%
Respiratory Therapy Assistants	69	40	46	45	47	-22	-31.9%
Social Workers <sup>e</sup>	5,375	5,819	5,760	5,730	5,646	271	5.0%
Substance Abuse/Addiction Counseling	227	270	287	242	189	-38	-16.7%
Surgical Technology/Technologist	293	216	238	224	246	-47	-16.0%

<sup>a</sup> Audiologists & speech-language pathologists include graduations in audiology, speech-language pathology, and communication sciences and disorders.

<sup>b</sup> Creative arts therapists include graduations in art therapy, dance therapy, and music therapy.

<sup>c</sup> Graduations of BSN completers, those RNs already holding RN diplomas or AND degrees who obtained BSNs, are excluded from these counts.

<sup>d</sup> Registered nurses with advanced education include graduations or certificates in adult health nursing, clinical nurse specialist, critical care nursing, family practice nursing, geriatric nursing, maternal and child health nursing, palliative care nursing, pediatric nursing, perioperative/OR nursing, public health nursing, women's health nursing, and nursing practice.

<sup>e</sup> Social workers include graduations in social work and in clinical/medical social work.

Sources: Integrated Postsecondary Education Data System; NYS Education Department, and Excelsior College.

### C. Registered Nurse Education Trends in New York State

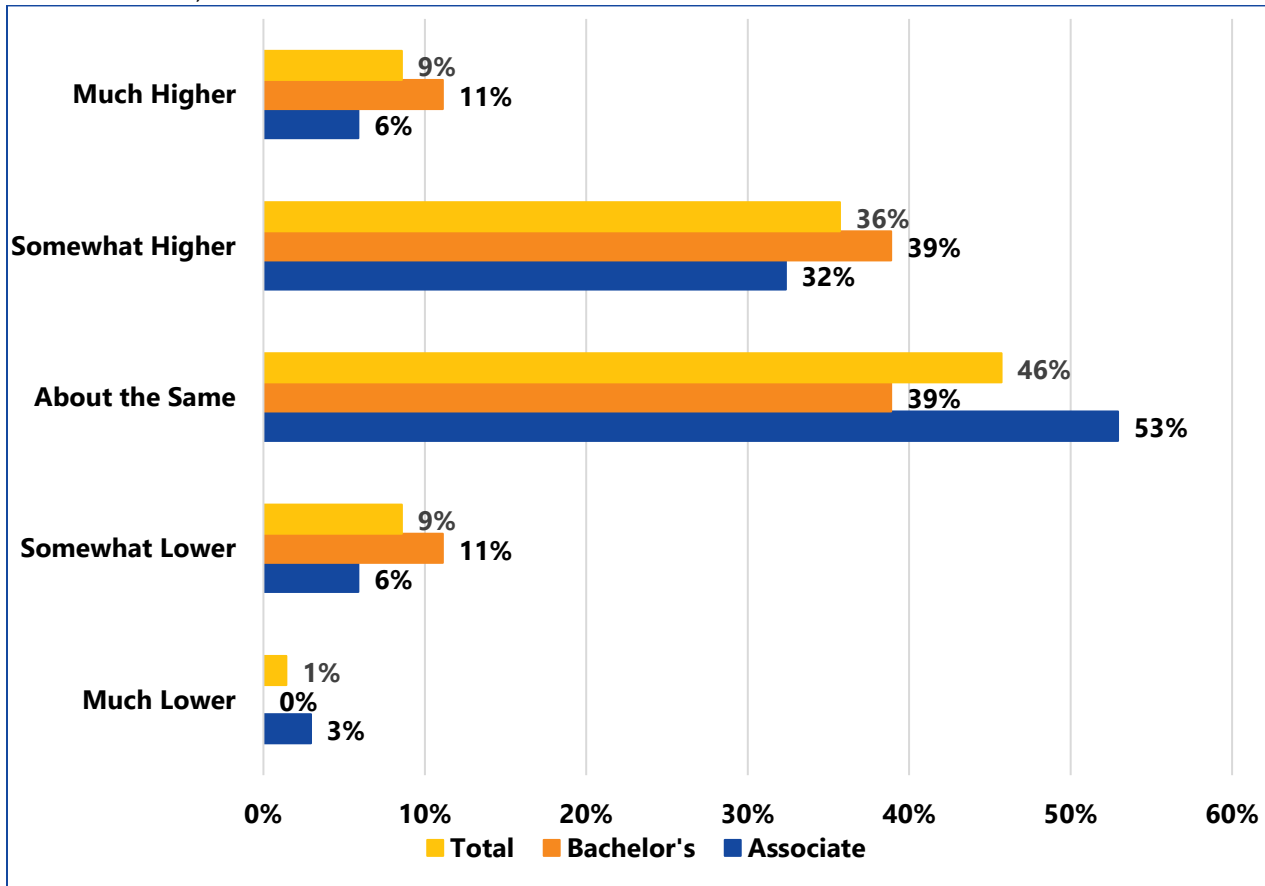
Every year, CHWS surveys the state’s RN education program deans and directors to monitor the production of RNs in the state. The most recent survey was conducted in the summer and fall of 2025 and included questions about applications and acceptances to the nursing program as well as perspectives on the local job market for RN graduates. The 2025 survey also included questions on faculty, including questions on retention and strategies for addressing recruitment and retention faculty issues. Of the programs eligible to participate in the survey, we received 77 responses for a 57% response rate. Graduations of new RNs (excluding those RN to BSN graduates) remained steady between 2020 and 2024.

**Table 38.** 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%
<b>Grand Total</b>	<b>10,253</b>	<b>10,703</b>	<b>10,746</b>	<b>10,265</b>	<b>10,286</b>	<b>100.0%</b>	<b>33</b>	<b>0.3%</b>

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.

**Figure 7. Change in Applications Among RN Education Programs<sup>a</sup> by Degree Type Compared to the Previous Year, 2024-2025.**



<sup>a</sup> Includes associate degree and pre-licensure bachelor's degree programs.

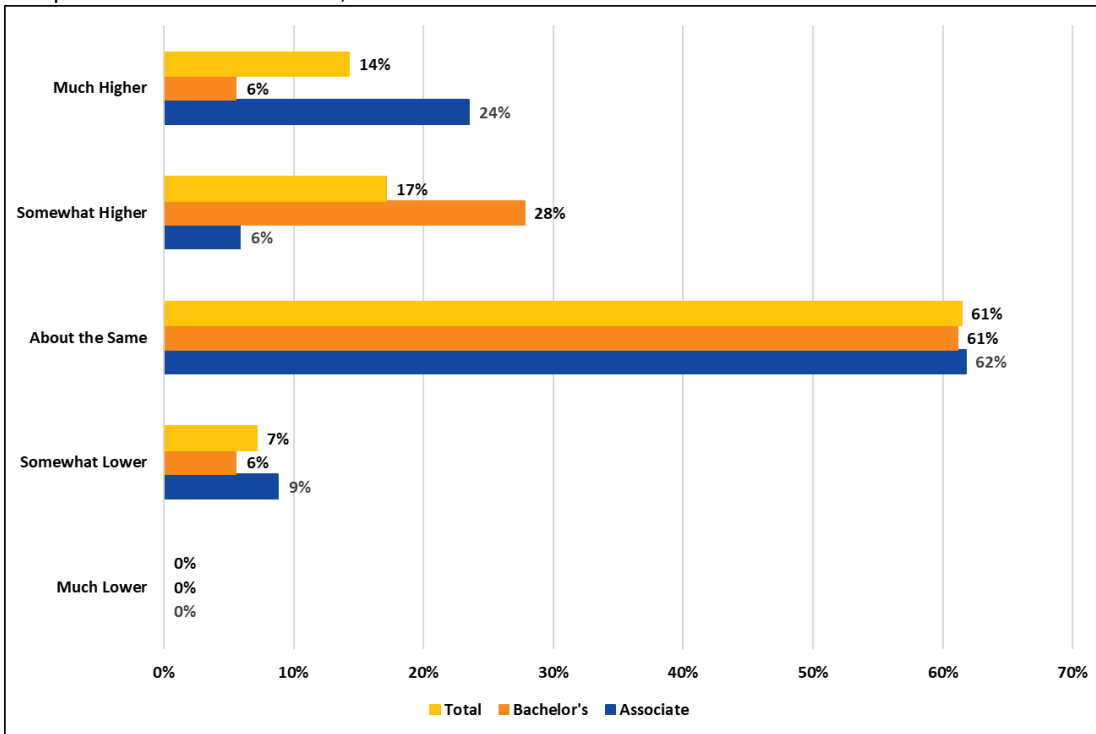
**Table 39. Reasons for Turning Qualified Applicants Among RN Education Programs<sup>a, b</sup> by Degree Type, 2024-25**

Degree Type	Budget Constraints	Insufficient Classroom Space	Insufficient Number of Clinical Training Sites	Insufficient Number of Qualified Faculty	Program Cap on the Number of Students
Associates	12.5%	41.7%	4.2%	20.8%	41.7%
Bachelor's	33.3%	38.9%	55.6%	72.2%	55.6%
Total	21.4%	40.5%	26.2%	42.9%	47.6%

<sup>a</sup> Includes associate degree and pre-licensure bachelor's degree programs.

<sup>b</sup> For those RN education programs that indicated they turned away qualified applicants.

**Figure 8.** Change in Acceptances Among RN Education Programs<sup>a</sup> by Degree Type Compared to the Previous Year, 2024-2025



<sup>a</sup> Includes associate degree and pre-licensure bachelor's degree programs.

**Table 40.** Perception of Regional Job Market, 2025<sup>a</sup>

Degree Type	Overall	Hospitals	Nursing Homes	Home Healthcare	Ambulatory Care
Associates	85.3%	79.4%	73.5%	50.0%	41.7%
Bachelor's	55.6%	69.4%	80.6%	63.9%	47.2%

<sup>a</sup> The Percent of respondents who indicated many jobs on the survey compared to the total number of survey respondents.

## D. Employment Projections

**Table 41.** Employment Projections for Selected Healthcare Occupations for New York State, 2022–2032

Occupational Title	2022	2032	Change Between 2022 and 2032		Average Annual Openings <sup>a</sup>
			Number	Percent	
Audiologists	720	880	160	22.2%	56
Cardiovascular Technologists and Technicians	3,650	4,650	1,000	27.4%	390
Clinical Laboratory Technologists and Technicians	18,860	23,810	4,950	26.2%	1,835
Dental Assistants	22,920	28,090	5,170	22.6%	3,467
Dental Hygienists	11,480	14,010	2,530	22.0%	1,033
Diagnostic Medical Sonographers	6,520	8,280	1,760	27.0%	696
Dietetic Technicians	980	1,240	260	26.5%	106
Dietitians and Nutritionists	5,590	6,880	1,290	23.1%	549
Emergency Medical Technicians and Paramedics	19,320	24,170	4,850	25.1%	1,895
Healthcare Social Workers	24,780	31,050	6,270	25.3%	3,167
Home Health and Personal Care Aides	551,740	710,140	158,400	28.7%	91,950
Licensed Practical and Licensed Vocational	45,960	57,020	11,060	24.1%	4,996
Magnetic Resonance Imaging Technologists	2,610	3,310	700	26.8%	280
Medical Assistants	35,250	44,680	9,430	26.8%	5,573
Medical Transcriptionists	4,120	4,590	470	11.4%	657
Medical and Health Services Managers	27,110	33,470	6,360	23.5%	2,936
Mental Health and Substance Abuse Social Workers	13,430	17,050	3,620	27.0%	1,752
Nuclear Medicine Technologists	970	1,230	260	26.8%	106
Nurse Anesthetists	2,350	2,980	630	26.8%	193
Nurse Midwives	530	670	140	26.4%	44
Nurse Practitioners	16,600	20,970	4,370	26.3%	1,417
Nursing Assistants	92,350	114,280	21,930	23.7%	14,653
Occupational Therapists	10,270	13,090	2,820	27.5%	912
Occupational Therapy Assistants	2,340	2,950	610	26.1%	381
Orderlies	4,230	5,350	1,120	26.5%	692
Pharmacists	20,080	21,410	1,330	6.6%	913
Pharmacy Aides	2,820	2,770	-50	(1.8%)	365
Pharmacy Technicians	21,570	21,920	350	1.6%	1,565
Phlebotomists	7,380	9,350	1,970	26.7%	1,167
Physical Therapist Assistants	4,260	5,470	1,210	28.4%	701
Physical Therapists	19,190	24,830	5,640	29.4%	1,464
Physician Assistants	15,020	19,100	4,080	27.2%	1,348
Psychiatric Aides	5,540	7,040	1,500	27.1%	910
Psychiatric Technicians	2,330	2,980	650	27.9%	245
Radiation Therapists	1,220	1,560	340	27.9%	104
Radiologic Technologists	15,140	19,200	4,060	26.8%	1,616
Recreational Therapists	1,630	2,030	400	24.5%	180
Registered Nurses	204,040	256,080	52,040	25.5%	17,134
Respiratory Therapists	7,110	8,940	1,830	25.7%	553
Speech-Language Pathologists	14,950	18,710	3,760	25.2%	1,366

<sup>a</sup> Annual openings reflect creation of new positions in the occupation and replacement for those retiring or otherwise leaving the occupation.

Source: NYS Department of Labor, Jobs in Demand/Projects, Long-Term Occupation Projections, 2022-2032.

### III. Regional Profiles

#### A. Capital District

The Capital District includes the counties of Albany, Columbia, Greene, Rensselaer, Saratoga, Schenectady, Warren, and Washington.



#### REGIONAL HIGHLIGHTS

##### Population and Healthcare Indicators

- The Capital District has a higher percentage of its population 65 years of age or older than the state as a whole.
- The rates of total deaths, deaths due to all cancers, and deaths due to diabetes are all higher in the Capital District than the New York State rates
- The rate of births in the Capital District is lower than that of New York State.

##### Healthcare Employment

- Overall, the number of jobs in healthcare settings in the Capital District remained relatively steady between 2020 and 2024.
- The number of jobs in ambulatory care increased between 2020 and 2024. In contrast, the number of jobs in hospitals, in nursing homes, and in home healthcare declined in the Capital District during the same time period.

##### Employer Demand Surveys

- RNs are among the most difficult to recruit and retain in all healthcare settings in upstate New York.
- Hospitals in upstate New York also reported that clinical laboratory technicians, clinical laboratory technologists, LPNs, respiratory therapists, and surgical technicians are the most difficult to recruit.
- Nursing homes and adult care facilities in upstate New York reported that LPNs and speech-language pathologists were among the most difficult to recruit and nurse aide trainees the most to retain.
- Home Health Care Agencies in upstate New York also indicated that occupational therapists, physical therapists, and speech language pathologists were among the most difficult to recruit and retain.
- Clinics in upstate New York reported that dentists, primary care physicians, and psychiatrists were among the most difficult to recruit and retain.
- All settings in upstate New York reported the Shortage of workers/applicants and non-competitive salaries were among the main reasons for recruitment and retention difficulties.
- Nursing homes and assisted living facilities and Home Health Care Agencies in upstate New York also reported that transportation and location were among the main reasons for recruitment and retention difficulties.

##### Healthcare Production and Projected Workforce Need

- There are almost 2,700 projected average annual openings in the Capital District for home health and personal care aides and nearly 1,000 projected average annual openings for RNs.
- The number of licensed nurse practitioners increased by nearly 32% between 2021 and 2025.

## 1. Population and Healthcare Indicators

**Table 42.** Selected Population Characteristics for the Capital District, 2019-2023

Population Characteristics	Regional		Percent of State's Population
	Number	Percent of Region's Population	
Total population	1,107,635	N/A	5.6%
Population under 100% FPL	115,961	10.8%	13.7%
Population under 200% FPL	250,371	23.4%	28.1%
Population aged birth to 17 years	209,283	18.9%	20.7%
Population aged 65 and older	213,709	19.3%	17.4%
Population female aged 15 to 44	210,123	19.0%	19.8%
Women aged 15 to 19 who had a birth in past 12 months <sup>a</sup>	386	1.1%	0.7%
Women aged 20 to 34 who had a birth in past 12 months <sup>a</sup>	8,145	7.5%	7.1%
Women aged 35 to 50 who had a birth in past 12 months <sup>a</sup>	3,094	2.9%	4.0%
Black/African American, non-Hispanic	71,890	6.5%	13.6%
Hispanic/Latino	64,064	5.8%	19.6%
Asian/Pacific Islander, non-Hispanic	45,489	4.1%	8.9%
American Indian/Native Alaskan, non-Hispanic	720	0.1%	0.2%
Two or more/other races	56,512	5.1%	4.3%
Population with less than a high school education <sup>b</sup>	58,213	7.4%	12.1%
Population with a high school diploma or equivalent <sup>b</sup>	326,299	41.5%	39.4%
Population with an associate degree <sup>b</sup>	94,806	12.0%	8.9%
Population with a bachelor's degree <sup>b</sup>	167,345	21.3%	22.0%
Population with a master's degree or higher <sup>b</sup>	140,311	17.8%	17.5%
Home ownership <sup>c</sup>	305,925	66.0%	54.3%

<sup>a</sup> Percent of births from women in that age group compared to total number of women in the age group.

<sup>b</sup> Education levels and rates are based on individuals aged 25 years and older.

<sup>c</sup> Percent of occupied housing units that are owner occupied.

FPL, federal poverty level; N/A, not applicable; mos., months.

Source: US Census, American Community Survey, 5-Year Estimates, 2019-2023.

**Table 43.** Selected Health Indicators for the Capital District, 2019-2022

Health Indicator	Region		Statewide	
	Number	Rate	Number	Rate
Total deaths, per 100,000	35,431	1,072.4	558,772	945.9
Deaths due to heart disease, per 100,000	7,833	237.1	133,573	226.1
Deaths due to all cancers, per 100,000	6,748	203.0	97,492	162.0
Deaths due to diabetes, per 100,000	1,104	33.4	14,939	25.3
Total births, per 1,000 females aged 15 to 44	30,259	48.3	624,349	53.3
Teen births, per 1,000 females aged 15 to 19	877	8.6	16,046	9.0
Low-birthweight births, as a percent of total births	1,812	6.2	40,644	6.8
Late/no prenatal care, as a percent of total births	1,595	5.3	34,417	5.6
Infant deaths, per 1,000 live births	148	4.9	2,609	4.2
Total hospitalizations, per 10,000	307,721	931.4	6,119,424	1,035.9
Total asthma hospitalizations, per 10,000	1,081	3.3	37,203	6.3
Rate of asthma hospitalizations, aged 25-44 per 10,000	N/A	N/A	5,683	3.6
Rate of asthma hospitalizations, aged 45-64 per 10,000	N/A	N/A	7,982	5.2
Pediatric asthma hospitalization, per 10,000	497	8.0	16,368	13.4
Diabetes hospitalizations, per 10,000	5,422	16.4	119,814	20.3
CLRD hospitalizations, per 10,000	4,548	13.8	97,438	16.5
Heart disease hospitalizations, per 10,000	8,162	24.7	150,131	25.4
Total ED visits, per 10,000	936,955	2,836.0	20,876,265	3,534.0

CLRD, chronic lower respiratory disease; ED, emergency department.

N/A: One or more counties were missing information.

Source: New York State Community Health Indicator Reports.

<sup>1</sup>For those with a primary diagnosis of diabetes.

## 2. Healthcare Sector Employment

**Table 44.** Number of Healthcare Jobs in the Capital District Region, by Setting, 2020–2024

Setting	2020	2021	2022	2023	2024	2020 to 2024 Change	
						Number	Percent
Hospitals	23,328	21,774	20,986	21,599	22,243	-1,085	-4.7%
Ambulatory care (excluding home health)	19,096	20,514	20,736	21,193	21,445	2,349	12.3%
Nursing home and residential care facilities	10,323	9,278	8,678	8,955	9,574	-749	-7.3%
Home healthcare	4,265	3,979	3,821	4,004	4,123	-142	-3.3%
<b>Total</b>	<b>57,012</b>	<b>55,545</b>	<b>54,221</b>	<b>55,751</b>	<b>57,385</b>	<b>373</b>	<b>0.7%</b>

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

### 3. Employment by Occupations

**Table 45.** The Number of Jobs and Median Salary for Selected Occupations in the Capital District, 2024

Occupational Title	Number of Jobs	Median Salary
Audiologists	70	\$83,783
Cardiovascular Technologists and Technicians	210	\$68,785
Clinical Laboratory Technologists and Technicians	940	\$80,092
Dental Assistants	1,060	\$48,748
Dental Hygienists	800	\$86,367
Diagnostic Medical Sonographers	370	\$93,153
Dietetic Technicians	50	\$45,659
Dietitians and Nutritionists	310	\$77,550
Emergency Medical Technicians	1,010	\$42,126
Healthcare Social Workers	1,250	\$63,770
Home Health & Personal Care Aides	12,860	\$38,163
Licensed Practical and Licensed Vocational Nurses	2,640	\$61,542
Magnetic Resonance Imaging Technologists	230	\$88,179
Medical and Health Services Managers	1,840	\$118,922
Medical Assistants	1,770	\$43,068
Medical Records Specialists	580	\$55,360
Medical Secretaries	1,820	\$45,090
Medical Transcriptionists	130	\$43,614
Mental Health and Substance Abuse Social Workers	700	\$73,377
Nuclear Medicine Technologists	N/A	\$107,444
Nurse Anesthetists	210	N/A
Nurse Midwives	N/A	\$141,610
Nurse Practitioners	920	\$132,892
Nursing Assistants	4,810	\$40,991
Occupational Therapists	640	\$86,202
Occupational Therapy Assistants	150	\$62,920
Orderlies	160	\$35,503
Paramedics	560	\$59,695
Pharmacists	1,310	\$136,984
Pharmacy Aides	210	\$36,385
Pharmacy Technicians	1,500	\$39,350
Phlebotomists	270	\$46,869
Physical Therapist Aides	80	\$37,265
Physical Therapist Assistants	180	\$64,152
Physical Therapists	920	\$93,134
Physician Assistants	800	\$133,871
Psychiatric Aides	170	\$46,132
Radiation Therapists	N/A	\$103,908
Radiologic Technologists	800	\$84,033
Registered Nurses	11,450	\$94,879
Respiratory Therapists	350	\$84,230
Speech-Language Pathologists	850	\$84,583
Surgical Technologists	300	\$62,775

N/A, not available.

Source: NYS Department of Labor, Employment Statistics, Occupational Wage and Employment Estimates (OES).

#### 4. Employer Demand Surveys

##### a. Hospitals

**Table 46.** Percent of Respondents Who Indicated Recruitment and/or Retention Difficulties at Upstate New York Hospitals

Occupations	Percent of Respondents Indicating Difficulty	
	Recruiting	Retaining
Certified Nurse Aides/Nurse Aides/Patient Care Techs	15.4%	30.8%
Clinical Laboratory Technicians	45.5%	9.1%
Clinical Laboratory Technologists	66.7%	11.1%
Community Health Workers	16.7%	16.7%
Credentialed Alcoholism and Substance Abuse Counselors (CASAC)	33.3%	33.3%
Licensed Mental Health Counselors	33.3%	20.0%
Licensed Practical Nurses	46.2%	53.8%
Medical Assistants (Certified)	14.3%	28.6%
Nurse Practitioners (All other)	38.5%	15.4%
Nurse Practitioners (Behavioral Health)	44.4%	22.2%
Pharmacists	38.5%	0.0%
Pharmacy Technicians (Registered)	15.4%	0.0%
Physician Assistants	46.2%	7.7%
Registered Nurses (Associate-prepared)	38.5%	61.5%
Registered Nurses (Baccalaureate-prepared)	61.5%	61.5%
Respiratory Therapists	53.8%	15.4%
Social Workers -- LCSWs	30.0%	10.0%
Social Workers -- LMSWs	27.3%	9.1%
Surgical Technicians	46.2%	15.4%

**Table 47. Reasons for Recruitment Difficulties at Upstate New York Hospitals, 2025**

Occupations	Reasons For Recruitment Difficulties					
	Candidates applying not qualified	Shortage of workers/applicants	Location/Transportation issues	Non competitive benefits	Non competitive salaries	Applicants not following up/skipping appointments (ghosting)
Certified Nurse Aides/Nurse Aides/Patient Care Techs	28.6%	42.9%	42.9%	0.0%	28.6%	28.6%
Clinical Laboratory Technicians	16.7%	83.3%	0.0%	0.0%	16.7%	16.7%
Clinical Laboratory Technologists	28.6%	100.0%	14.3%	0.0%	14.3%	0.0%
Credentialed Alcoholism and Substance Abuse Counselors (CASAC)	60.0%	80.0%	20.0%	0.0%	20.0%	0.0%
Licensed Mental Health Counselors	30.0%	60.0%	10.0%	0.0%	20.0%	0.0%
Licensed Practical Nurses	12.5%	62.5%	37.5%	12.5%	37.5%	25.0%
Nurse Practitioners (All other)	12.5%	62.5%	12.5%	0.0%	25.0%	12.5%
Nurse Practitioners (Behavioral Health)	16.7%	66.7%	16.7%	0.0%	33.3%	0.0%
Pharmacists	10.0%	50.0%	10.0%	0.0%	0.0%	0.0%
Pharmacy Technicians (Registered)	16.7%	50.0%	50.0%	16.7%	16.7%	33.3%
Physician Assistants	28.6%	57.1%	14.3%	0.0%	0.0%	14.3%
Registered Nurses (Associate-prepared)	9.1%	72.7%	9.1%	0.0%	18.2%	27.3%
Registered Nurses (Baccalaureate-prepared)	9.1%	72.7%	9.1%	0.0%	18.2%	27.3%
Respiratory Therapists	8.3%	66.7%	16.7%	0.0%	16.7%	0.0%
Social Workers -- LCSWs	33.3%	55.6%	0.0%	0.0%	11.1%	0.0%
Social Workers -- LMSWs	30.0%	60.0%	10.0%	0.0%	10.0%	0.0%
Surgical Technicians	20.0%	60.0%	0.0%	10.0%	40.0%	10.0%

**Table 48.** Reasons for Retention Difficulties at Upstate New York Hospitals, 2025

Occupations	Reasons For Retention Difficulties					
	Career change	Left for better benefits	Left for better salary	Left for better work life balance	Left for family commitments	Retirement
Certified Nurse Aides/Nurse Aides/Patient Care Techs	62.5%	12.5%	50.0%	25.0%	37.5%	0.0%
Licensed Mental Health Counselors	0.0%	0.0%	40.0%	40.0%	20.0%	0.0%
Licensed Practical Nurses	11.1%	0.0%	44.4%	44.4%	33.3%	11.1%
Registered Nurses (Associate-prepared)	27.3%	9.1%	54.5%	54.5%	54.5%	27.3%
Registered Nurses (Baccalaureate-prepared)	27.3%	9.1%	45.5%	45.5%	45.5%	27.3%
Respiratory Therapists	20.0%	0.0%	100.0%	60.0%	20.0%	20.0%
Social Workers -- LCSWs	20.0%	0.0%	80.0%	60.0%	0.0%	20.0%
Surgical Technicians	11.1%	0.0%	44.4%	44.4%	44.4%	22.2%

**b. Nursing Homes and Adult Care Facilities**

**Table 49.** Percent of Respondents Who Indicated Recruitment and/or Retention Difficulties at Upstate New York Nursing Homes and Adult Care Facilities, 2025

Occupation	Percent of Respondents Indicating Difficulty	
	Recruiting	Retaining
Certified Nurse Aides/Nurse Aides/Patient Care Techs	31.3%	25.0%
Dietitians/Nutritionists	33.3%	12.5%
Home Health Aides	33.3%	11.1%
Licensed Practical Nurses	68.2%	33.3%
MDS Coordinators	41.7%	7.7%
Nurse Aide Trainees	0.0%	66.7%
Nurse Practitioners (All other)	0.0%	0.0%
Occupational Therapists	42.9%	0.0%
Occupational Therapy Assistants	33.3%	0.0%
Patient Care Managers	20.0%	0.0%
Personal Care Aides	40.0%	30.0%
Physical Therapy Assistants	57.1%	0.0%
Physician Assistants	54.5%	0.0%
Registered Nurses (Associate-prepared)	60.0%	13.3%
Registered Nurses (Baccalaureate prepared)	65.0%	10.5%
Residential Care Aides (ACF/ALR)	33.3%	22.2%
Social Workers - BSWs	45.5%	8.3%
Social Workers - LCSWs	20.0%	20.0%
Social Workers - LMSWs	25.0%	12.5%
Speech Language Pathologists	61.5%	7.7%

**Table 50.** Reasons for Recruitment Difficulties at Upstate New York Nursing Homes and Adult Care Facilities, 2025

(Occupation	Reasons for Recruitment Difficulties				
	Applicants failed/ refused background checks/ drug tests	Applicants not following up/skipping appointments (ghosting)	Candidates applying not qualified	Family care giving commitments	Shortage of workers/applicants
Certified Nurse Aides/Nurse Aides/Patient Care Techs	40.0%	90.0%	40.0%	70.0%	90.0%
Dietitians/Nutritionists	0.0%	11.1%	33.3%	11.1%	66.7%
Home Health Aides	16.7%	66.7%	83.3%	100.0%	83.3%
Licensed Practical Nurses	17.6%	58.8%	29.4%	35.3%	88.2%
MDS Coordinators	0.0%	0.0%	50.0%	0.0%	33.3%
Nurse Aide Trainees	50.0%	83.3%	33.3%	66.7%	50.0%
Occupational Therapists	0.0%	0.0%	18.2%	0.0%	90.9%
Occupational Therapy Assistants	0.0%	0.0%	20.0%	0.0%	100.0%
Personal Care Aides	37.5%	75.0%	87.5%	37.5%	87.5%
Physical Therapy Assistants	0.0%	0.0%	9.1%	0.0%	90.9%
Physician Assistants	10.0%	0.0%	10.0%	10.0%	10.0%
Registered Nurses (Associate-prepared)	7.7%	30.8%	15.4%	15.4%	100.0%
Registered Nurses (Baccalaureate prepared)	5.9%	29.4%	17.6%	17.6%	88.2%
Residential Care Aides (ACF/ALR)	60.0%	40.0%	80.0%	60.0%	80.0%
Social Workers - BSWs	11.1%	11.1%	44.4%	11.1%	77.8%
Social Workers - LMSWs	14.3%	14.3%	57.1%	14.3%	85.7%
Speech Language Pathologists	0.0%	11.1%	22.2%	11.1%	100.0%

**Table 51.** Reasons for Recruitment Difficulties at Upstate New York Nursing Homes and Adult Care Facilities, 2025

Occupation	Reasons for Recruitment Difficulties			
	Location/ Transportation issues	Non competitive benefits	Non competitive salaries	Shortage of workers/applicants with specific language or cultural backgrounds
Certified Nurse Aides/Nurse Aides/Patient Care Techs	80.0%	30.0%	20.0%	10.0%
Dietitians/Nutritionists	33.3%	11.1%	22.2%	0.0%
Home Health Aides	83.3%	33.3%	33.3%	16.7%
Licensed Practical Nurses	58.8%	29.4%	41.2%	0.0%
MDS Coordinators	33.3%	0.0%	16.7%	0.0%
Nurse Aide Trainees	83.3%	33.3%	33.3%	16.7%
Occupational Therapists	36.4%	18.2%	27.3%	9.1%
Occupational Therapy Assistants	30.0%	20.0%	30.0%	10.0%
Personal Care Aides	50.0%	25.0%	62.5%	0.0%
Physical Therapy Assistants	36.4%	18.2%	27.3%	9.1%
Physician Assistants	10.0%	0.0%	0.0%	0.0%
Registered Nurses (Associate-prepared)	46.2%	15.4%	23.1%	7.7%
Registered Nurses (Baccalaureate prepared)	35.3%	29.4%	47.1%	5.9%
Residential Care Aides (ACF/ALR)	60.0%	20.0%	40.0%	20.0%
Social Workers - BSWs	55.6%	11.1%	22.2%	0.0%
Social Workers - LMSWs	28.6%	14.3%	0.0%	0.0%
Speech Language Pathologists	55.6%	0.0%	11.1%	11.1%

**Table 52.** Reasons for Retention Difficulties at Upstate New York Nursing Homes and Adult Care Facilities, 2025

Occupation	Reasons for Retention Difficulties				
	Career change	Left for better benefits	Left for better salary	Left for better work life balance	Left for family commitments
Certified Nurse Aides/Nurse Aides/Patient Care Techs	50.0%	30.0%	40.0%	50.0%	70.0%
Home Health Aides	83.3%	50.0%	66.7%	33.3%	100.0%
Licensed Practical Nurses	46.2%	53.8%	76.9%	61.5%	61.5%
Nurse Aide Trainees	81.8%	27.3%	36.4%	45.5%	90.9%
Personal Care Aides	57.1%	57.1%	71.4%	57.1%	57.1%
Registered Nurses (Associate-prepared)	25.0%	37.5%	75.0%	50.0%	62.5%
Registered Nurses (Baccalaureate prepared)	40.0%	30.0%	70.0%	60.0%	50.0%
Residential Care Aides (ACF/ALR)	60.0%	60.0%	100.0%	0.0%	20.0%
Speech Language Pathologists	40.0%	20.0%	80.0%	40.0%	20.0%

**Table 53.** Reasons for Retention Difficulties at Upstate New York Nursing Homes and Adult Care Facilities, 2025

Occupation	Reasons for Retention Difficulties				
	Left for family commitments	Paperwork and regulatory requirements	Pay/hours limited to protect safety net eligibility (Medicaid, food stamps, etc.)	Retirement	Terminated for cause
Certified Nurse Aides/Nurse Aides/Patient Care Techs	0.0%	30.0%	50.0%	20.0%	80.0%
Home Health Aides	0.0%	66.7%	50.0%	33.3%	66.7%
Licensed Practical Nurses	0.0%	53.8%	38.5%	30.8%	53.8%
Nurse Aide Trainees	0.0%	36.4%	81.8%	9.1%	63.6%
Personal Care Aides	0.0%	28.6%	57.1%	0.0%	42.9%
Registered Nurses (Associate-prepared)	0.0%	37.5%	0.0%	12.5%	12.5%
Registered Nurses (Baccalaureate prepared)	0.0%	30.0%	20.0%	20.0%	20.0%
Residential Care Aides (ACF/ALR)	0.0%	60.0%	40.0%	0.0%	40.0%
Speech Language Pathologists	0.0%	0.0%	20.0%	0.0%	0.0%

**c. Home Healthcare**

**Table 54.** Percent of Respondents Who Indicated Recruitment and/or Retention Difficulties at Upstate New York Home Health Care Agencies, 2025

Occupation	Percent of Respondents Indicating Difficulty	
	Recruiting	Retaining
Home Health Aides	46.67%	26.7%
LCSW Social Workers	40.00%	20.0%
Licensed Practical Nurses	25.00%	0.0%
LMSW Social Workers	28.57%	0.0%
Occupational Therapists	60.00%	16.7%
Personal Care Aides	16.67%	18.2%
Physical Therapists	80.00%	0.0%
Registered Nurses (Associate-prepared)	28.57%	14.3%
Registered Nurses (Baccalaureate-prepared)	70.00%	33.3%
Speech Language Pathologists	80.00%	20.0%

**Table 55.** Reasons for Recruitment Difficulties at Upstate New York Home Health Care Agencies, 2025

Occupation	Reasons for Recruitment Difficulties		
	Applicants failed or refused background check or drug test	Location/ Transportation issues	Non competitive benefits
Home Health Aides	36.4%	81.8%	36.4%
LCSW Social Workers	0.0%	20.0%	0.0%
Licensed Practical Nurses	0.0%	20.0%	0.0%
LMSW Social Workers	0.0%	16.7%	0.0%
Personal Care Aides	42.9%	85.7%	57.1%
Registered Nurses (Associate-prepared)	0.0%	14.3%	14.3%
Registered Nurses (Baccalaureate-prepared)	0.0%	10.0%	10.0%
Speech Language Pathologists	0.0%	0.0%	20.0%

**Table 56.** Reasons for Recruitment Difficulties at Upstate New York Home Health Care Agencies, 2025

Occupation	Reasons for Recruitment Difficulties		
	Non competitive salaries	Shortage of workers/applicants	Shortage of workers/applicants with specific language or cultural backgrounds
Home Health Aides	45.5%	81.8%	18.2%
LCSW Social Workers	20.0%	80.0%	0.0%
Licensed Practical Nurses	40.0%	60.0%	0.0%
LMSW Social Workers	16.7%	50.0%	0.0%
Personal Care Aides	57.1%	71.4%	42.9%
Registered Nurses (Associate-prepared)	42.9%	71.4%	0.0%
Registered Nurses (Baccalaureate-prepared)	50.0%	70.0%	0.0%
Speech Language Pathologists	40.0%	80.0%	0.0%

**Table 57.** Reasons for Retention Difficulties at Upstate New York Home Health Care Agencies, 2025

Occupation	Related Reasons for Retention Difficulties				
	Lack of flexible schedules	Left due to immigration status change	Left for better salary and Benefits	Left for better work life balance	Left for family commitments
Home Health Aides	0.0%	0.0%	100.0%	28.6%	42.9%
Personal Care Aides	0.0%	0.0%	100.0%	20.0%	20.0%
Registered Nurses (Associate-prepared)	0.0%	0.0%	83.3%	33.3%	33.3%
Registered Nurses (Baccalaureate-prepared)	0.0%	0.0%	85.7%	28.6%	28.6%

**Table 58.** Reasons for Retention Difficulties at Upstate New York Home Health Care Agencies, 2025

Occupation	Related Reasons for Retention Difficulties				
	Left for job outside of healthcare	Paperwork and regulatory burden	Retirement	Transportation issues	Work hours limited to protect safety net eligibility (Medicaid, food stamps, etc.)
Home Health Aides	57.1%	42.9%	14.3%	42.9%	57.1%
Personal Care Aides	40.0%	20.0%	20.0%	60.0%	60.0%
Registered Nurses (Associate-prepared)	0.0%	66.7%	16.7%	0.0%	16.7%
Registered Nurses (Baccalaureate-prepared)	0.0%	42.9%	28.6%	0.0%	14.3%

**d. Clinics**

**Table 59.** Percent of Respondents Who Indicated Recruitment and/or Retention Difficulties at Upstate New York Clinics, 2025

Occupation	Percent of Respondents Indicating Difficulty	
	Recruiting	Retaining
Community Health Workers	0.0%	0.0%
Credentialed Alcoholism and Substance Abuse Counselors (CASAC)	20.0%	0.0%
Dental Hygienists	66.7%	14.3%
Dentists	75.0%	12.5%
LCSW Social Workers	57.7%	26.1%
Licensed Mental Health Counselors	27.8%	15.8%
Licensed Practical Nurses	46.7%	26.9%
LMSW Social Workers	40.9%	25.0%
Nurse Practitioners (All other)	36.0%	4.2%
Nurse Practitioners (Behavioral Health)	20.0%	13.3%
Patient Care Managers	23.1%	0.0%
Pharmacists	0.0%	11.1%
Physician Assistants	25.0%	0.0%
Primary Care Physicians	90.9%	10.0%
Psychiatrists	85.7%	7.7%
Medical Assistants (Certified)	0.0%	10.0%
Pharmacy Technicians (Registered)	0.0%	16.7%
Registered Nurses (Associate-prepared)	54.5%	19.0%
Registered Nurses (Baccalaureate-prepared)	56.0%	20.0%

**Table 60.** Reasons for Recruitment Difficulties at Upstate New York Clinics, 2025

Occupation	Reasons for Recruitment Difficulties			
	Applicants not following up/skipping appointments (ghosting)	Candidates applying not qualified	Family care giving commitments	Shortage of workers/applicants
Dental Hygienists	12.5%	0.0%	25.0%	100.0%
Dentists	10.0%	20.0%	10.0%	90.0%
LCSW Social Workers	7.7%	15.4%	15.4%	100.0%
Licensed Mental Health Counselors	22.2%	22.2%	0.0%	77.8%
Licensed Practical Nurses	65.0%	20.0%	20.0%	55.0%
LMSW Social Workers	16.7%	25.0%	16.7%	91.7%
Nurse Practitioners (All other)	8.3%	16.7%	8.3%	83.3%
Nurse Practitioners (Behavioral Health)	0.0%	0.0%	11.1%	88.9%
Physician Assistants	0.0%	11.1%	11.1%	77.8%
Primary Care Physicians	6.3%	18.8%	12.5%	93.8%
Registered Nurses (Associate-prepared)	40.0%	20.0%	6.7%	80.0%
Registered Nurses (Baccalaureate-prepared)	25.0%	31.3%	6.3%	75.0%

**Table 61.** Reasons for Recruitment Difficulties at Upstate New York Clinics, 2025

Occupation	Reasons for Recruitment Difficulties			
	Location/ Transportation issues	Non competitive benefits	Non competitive salaries	Shortage of workers/applicants with specific language or cultural backgrounds
Dental Hygienists	50.0%	25.0%	50.0%	0.0%
Dentists	60.0%	20.0%	50.0%	0.0%
LCSW Social Workers	46.2%	23.1%	46.2%	15.4%
Licensed Mental Health Counselors	22.2%	0.0%	33.3%	33.3%
Licensed Practical Nurses	25.0%	20.0%	70.0%	0.0%
LMSW Social Workers	50.0%	25.0%	50.0%	8.3%
Nurse Practitioners (All other)	25.0%	25.0%	41.7%	16.7%
Nurse Practitioners (Behavioral Health)	44.4%	22.2%	22.2%	11.1%
Physician Assistants	33.3%	22.2%	22.2%	22.2%
Primary Care Physicians	37.5%	25.0%	50.0%	12.5%
Registered Nurses (Associate-prepared)	40.0%	26.7%	60.0%	6.7%
Registered Nurses (Baccalaureate-prepared)	37.5%	18.8%	50.0%	12.5%

**Table 62.** Reasons for Retention Difficulties at Upstate New York Clinics, 2025

Occupation	Reasons for Retention Difficulties			
	Career change	Left for better benefits	Left for better salary	Left for better work life balance
LCSW Social Workers	11.1%	33.3%	88.9%	44.4%
Licensed Mental Health Counselors	14.3%	42.9%	57.1%	42.9%
Licensed Practical Nurses	0.0%	44.4%	88.9%	33.3%
LMSW Social Workers	16.7%	66.7%	83.3%	50.0%
Physician Assistants	20.0%	20.0%	60.0%	100.0%
Primary Care Physicians	0.0%	40.0%	100.0%	80.0%
Registered Nurses (Associate-prepared)	9.1%	36.4%	81.8%	45.5%
Registered Nurses (Baccalaureate-prepared)	8.3%	25.0%	83.3%	58.3%
LCSW Social Workers	11.1%	33.3%	88.9%	44.4%

**Table 63.** Reasons for Retention Difficulties at Upstate New York Clinics, 2025

Occupation	Reasons for Retention Difficulties			
	Left for family commitments	Paperwork and regulatory requirements	Pay/hours limited to protect safety net eligibility (Medicaid, food stamps, etc.)	Retirement
LCSW Social Workers	22.2%	44.4%	0.0%	22.2%
Licensed Mental Health Counselors	28.6%	42.9%	0.0%	14.3%
Licensed Practical Nurses	33.3%	11.1%	22.2%	11.1%
LMSW Social Workers	33.3%	50.0%	0.0%	16.7%
Physician Assistants	40.0%	40.0%	0.0%	20.0%
Primary Care Physicians	60.0%	40.0%	0.0%	60.0%
Registered Nurses (Associate-prepared)	36.4%	27.3%	0.0%	9.1%
Registered Nurses (Baccalaureate-prepared)	25.0%	33.3%	0.0%	8.3%
LCSW Social Workers	22.2%	44.4%	0.0%	22.2%

## 5. Healthcare Workforce Production and Projected Need

### a. Graduations

**Table 64.** The Number of Graduations for Selected Healthcare Occupations in the Capital District, 2020-2024

Occupational Program	School Year					Change Between 2020 and 2024	
	2020	2021	2022	2023	2024	Number	Percent
Audiologists & Speech Language Pathologists <sup>a</sup>	89	86	86	70	64	-25	-28.1%
Clinical Laboratory Technologists	22	17	18	19	19	-3	-13.6%
Dental Assistants	16	7	11	11	7	-9	-56.3%
Dental Hygienists	36	35	42	37	23	-13	-36.1%
Electrocardiograph Technologists and Technicians	8	9	7	9	9	1	12.5%
EMTs and Paramedics	38	36	44	29	38	0	0.0%
Healthcare Administrators	51	75	109	129	131	80	156.9%
License Practical Nurses (LPNs)	233	238	229	244	268	35	15.0%
Medical Assistants	97	79	77	77	67	-30	-30.9%
Mental Health Counselors	47	51	39	34	61	14	29.8%
Nurse Anesthetist	18	23	22	28	25	7	38.9%
Occupational Therapists	37	42	44	36	65	28	75.7%
Occupational Therapy Assistants	65	5	40	51	30	-35	-53.8%
Pharmacists	218	210	189	200	157	-61	-28.0%
Physical Therapists	29	30	40	28	37	8	27.6%
Physician Assistants	41	40	42	42	41	0	0.0%
Radiologic Technologists	23	21	50	17	22	-1	-4.3%
Registered Nurses (RNs) <sup>b</sup>	515	505	520	508	486	-29	-5.6%
Registered Nurses with Advanced Education <sup>c</sup>	36	54	47	50	58	22	61.1%
Respiratory Therapists	19	12	18	16	23	4	21.1%
Social Workers <sup>d</sup>	268	221	259	240	224	-44	-16.4%
Substance Abuse/Addiction Counseling	35	32	33	31	25	-10	-28.6%
Surgical Technology/Technologist	16	16	22	17	15	-1	-6.3%

<sup>a</sup> Audiologists & speech-language pathologists include graduations in audiology, speech-language pathology, and communication sciences and disorders.

<sup>b</sup> Graduations of BSN completers, those RNs already holding RN diplomas or AND degrees who obtained BSNs, are excluded from these counts.

<sup>c</sup> Registered nurses with advanced education include graduations or certificates in adult health nursing, clinical nurse specialist, critical care nursing, family practice nursing, geriatric nursing, maternal and child health nursing, palliative care nursing, pediatric nursing, perioperative/OR nursing, public health nursing, women's health nursing, and nursing practice.

<sup>d</sup> Social workers include graduations in social work and in clinical/medical social work.

Sources: Integrated Postsecondary Education Data System; NYS Education Department, and Excelsior College.

**b. Licenses**

**Table 65.** The Number of Licensed Individuals in Selected Healthcare Professions in the Capital District, 2021–2025

Occupation	2021	2022	2023	2024	2025	Change Between 2021 and 2025	
						Number	Percent
Clinical Laboratory Technicians	79	77	85	74	75	-4	-5.1%
Clinical Laboratory Technologists	701	667	674	661	660	-41	-5.8%
Dental Assistants	165	164	154	154	163	-2	-1.2%
Dental Hygienists	881	899	894	896	891	10	1.1%
Dietitians/Nutritionists	403	404	395	404	420	17	4.2%
Licensed Practical Nurses (LPNs)	5,107	5,080	5,068	5,104	4,960	-147	-2.9%
Nurse Practitioners <sup>a</sup>	1,417	1,480	1,694	1,706	1,867	450	31.8%
Occupational Therapists	757	777	809	831	861	104	13.7%
Occupational Therapy Assistants	351	350	343	368	323	-28	-8.0%
Pharmacists	1,625	1,668	1,602	1,632	1,646	21	1.3%
Pharmacy Technicians <sup>b</sup>	N/A	82	124	147	163	N/A	N/A
Physical Therapists	1,235	1,271	1,289	1,343	1,357	122	9.9%
Physical Therapist Assistants	307	317	288	281	272	-35	-11.4%
Physician Assistants	1,003	1,030	1,081	1,085	1,148	145	14.5%
Registered Nurses (RNs)	18,331	18,458	18,571	18,805	18,857	526	2.9%
Respiratory Therapists	446	446	460	455	460	14	3.1%
Social Workers <sup>c</sup>	2,786	2,869	3,007	3,073	3,218	432	15.5%
Speech-Language Pathologists	992	1,011	1,019	1,040	1,062	70	7.1%

<sup>a</sup> Nurse practitioners are licensed as registered nurses and are certified in 1 or more of 16 specialties.

<sup>b</sup> Registered pharmacy technicians were first licensed by New York State in 2021. Counts by county were not available in 2021.

<sup>c</sup> Social workers include both Licensed Clinical Social Workers and Licensed Master Social Workers.

Source: New York State Education Department, Office of Professions.

### c. Employment Projections

**Table 66.** Employment Projections for Selected Healthcare Occupations for the Capital Region, 2022–2032

Occupational Title	2022	2032	Change Between 2022 and 2032		Average Annual Openings <sup>a</sup>
			Number	Percent	
Audiologists	150	200	50	33.3%	15
Cardiovascular Technologists and Technicians	270	340	70	25.9%	27
Clinical Laboratory Technologists and Technicians	1,060	1,280	220	20.8%	102
Dental Assistants	1,400	1,690	290	20.7%	249
Dental Hygienists	680	820	140	20.6%	64
Diagnostic Medical Sonographers	310	420	110	35.5%	31
Dietetic Technicians	50	60	10	20.0%	1
Dietitians and Nutritionists	320	390	70	21.9%	27
Healthcare Social Workers	1,200	1,480	280	23.3%	138
Home Health and Personal Care Aides	13,320	17,390	4,070	30.6%	2,657
Licensed Practical and Licensed Vocational Nurses	2,990	3,480	490	16.4%	289
Magnetic Resonance Imaging Technologists	130	170	40	30.8%	4
Medical Assistants	1,920	2,490	570	29.7%	337
Medical Transcriptionists	180	190	10	5.6%	31
Medical and Health Services Managers	1,770	2,520	750	42.4%	225
Mental Health and Substance Abuse Social Workers	930	1,170	240	25.8%	94
Nuclear Medicine Technologists	50	60	10	20.0%	1
Nurse Anesthetists	310	390	80	25.8%	28
Nurse Practitioners	870	1,420	550	63.2%	115
Nursing Assistants	5,150	6,190	1,040	20.2%	904
Occupational Therapists	1,010	1,300	290	28.7%	89
Orderlies	180	210	30	16.7%	33
Pharmacists	1,070	1,170	100	9.3%	60
Pharmacy Aides	80	80	0	0.0%	20
Pharmacy Technicians	1,400	1,440	40	2.9%	134
Phlebotomists	290	370	80	27.6%	58
Physical Therapist Assistants	590	840	250	42.4%	115
Physical Therapists	1,990	2,590	600	30.2%	150
Physician Assistants	900	1,320	420	46.7%	92
Psychiatric Aides	190	210	20	10.5%	32
Psychiatric Technicians	60	80	20	33.3%	2
Radiation Therapists	70	80	10	14.3%	1
Registered Nurses	12,120	14,720	2,600	21.5%	990
Respiratory Therapists	460	600	140	30.4%	44
Speech-Language Pathologists	1,360	1,910	550	40.4%	135

<sup>a</sup> Annual openings reflect creation of new positions in the occupation and replacement for those retiring or otherwise leaving the occupation.

## B. Central New York

The Central New York region includes the counties of Cayuga, Cortland, Madison, Onondaga, and Oswego.



### REGIONAL HIGHLIGHTS

#### Population and Healthcare Indicators

- The Central New York region has a higher percentage of its population 65 years of age or older than the state as a whole.
- The rates of deaths due to all cancers and due to diabetes are higher in the Central New York region than the state as a whole.
- There is a lower percentage of the population aged 25 and older in the Central New York region with bachelor's degrees or master's or higher degrees compared to New York State.

#### Healthcare Employment

- Overall, the number of jobs in healthcare settings in the Central New York region remained stable between 2020 and 2024.
- The number of jobs in home healthcare and in ambulatory care increased in the Central New York region between 2020 and 2024. In contrast, the number of jobs in hospitals and in nursing homes and residential care facilities declined during the same period.

#### Employer Demand Surveys

- RNs are among the most difficult to recruit and retain in all healthcare settings in upstate New York.
- Hospitals in upstate New York also reported that clinical laboratory technicians, clinical laboratory technologists, LPNs, respiratory therapists, and surgical technicians are the most difficult to recruit.
- Nursing homes and adult care facilities in upstate New York reported that LPNs and speech-language pathologists were among the most difficult to recruit and nurse aide trainees the most to retain.
- Home Health Care Agencies in upstate New York also indicated that occupational therapists, physical therapists, and speech language pathologists were among the most difficult to recruit and retain.
- Clinics in upstate New York reported that dentists, primary care physicians, and psychiatrists were among the most difficult to recruit and retain.
- All settings in upstate New York reported the Shortage of workers/applicants and non-competitive salaries were among the main reasons for recruitment and retention difficulties.
- Nursing homes and assisted living facilities and Home Health Care Agencies in upstate New York also reported that transportation and location were among the main reasons for recruitment and retention difficulties.

#### Healthcare Production and Projected Workforce Need

- The number of LPN and RN graduations both declined in the Central New York region between 2020 and 2024.
- There are nearly 1,700 projected average annual openings in the Central New York region for home health and personal care aides and over 700 for RNs.

## 1. Population and Healthcare Indicators

**Table 67.** Selected Population Characteristics for Central New York, 2019-2023

Population Characteristics	Regional		Percent of State's Population
	Number	Percent of Region's Population	
Total population	778,993	N/A	3.9%
Population under 100% FPL	102,923	13.9%	13.7%
Population under 200% FPL	219,531	29.6%	28.1%
Population aged birth to 17 years	159,982	20.5%	20.7%
Population aged 65 and older	142,967	18.4%	17.4%
Population female aged 15 to 44	151,033	19.4%	19.8%
Women aged 15 to 19 who had a birth in past 12 months <sup>a</sup>	72	0.2%	0.7%
Women aged 20 to 34 who had a birth in past 12 months <sup>a</sup>	6,010	8.0%	7.1%
Women aged 35 to 50 who had a birth in past 12 months <sup>a</sup>	2,593	3.6%	4.0%
Black/African American, non-Hispanic	53,450	6.9%	13.6%
Hispanic/Latino	36,861	4.7%	19.6%
Asian/Pacific Islander, non-Hispanic	21,500	2.8%	8.9%
American Indian/Native Alaskan, non-Hispanic	2,345	0.3%	0.2%
Two or more/other races	36,050	4.6%	4.3%
Population with less than a high school education <sup>b</sup>	46,675	8.7%	12.1%
Population with a high school diploma or equivalent <sup>b</sup>	242,330	45.3%	39.4%
Population with an associate degree <sup>b</sup>	70,569	13.2%	8.9%
Population with a bachelor's degree <sup>b</sup>	97,916	18.3%	22.0%
Population with a master's degree or higher <sup>b</sup>	77,850	14.5%	17.5%
Home ownership <sup>c</sup>	217,890	68.6%	54.3%

<sup>a</sup> Percent of births from women in that age group compared to total number of women in the age group.

<sup>b</sup> Education levels and rates are based on individuals aged 25 years and older.

<sup>c</sup> Percent of occupied housing units that are owner occupied.

FPL, federal poverty level; N/A, not applicable; mos., months.

Source: US Census, American Community Survey, 5-Year Estimates, 2019-2023.

**Table 68.** Selected Health Indicators for Central New York Region, 2019-2022

Health Indicator	Region		Statewide	
	Number	Rate	Number	Rate
Total deaths, per 100,000	25,520	1,095.2	558,772	945.9
Deaths due to heart disease, per 100,000	5,099	218.8	133,573	226.1
Deaths due to all cancers, per 100,000	4,497	191.4	97,492	162.0
Deaths due to diabetes, per 100,000 <sup>1</sup>	766	32.9	14,939	25.3
Total births, per 1,000 females aged 15 to 44	22,859	50.7	624,349	53.3
Teen births, per 1,000 females aged 15 to 19	924	10.8	16,046	9.0
Low-birthweight births, as a percent of total births	1,472	6.7	40,644	6.8
Late/no prenatal care, as a percent of total births	947	4.2	34,417	5.6
Infant deaths, per 1,000 live births	141	6.2	2,609	4.2
Total hospitalizations, per 10,000	234,916	1,008.1	6,119,424	1,035.9
Total asthma hospitalizations, per 10,000	730	3.1	37,203	6.3
Rate of asthma hospitalizations, aged 25-44 per 10,000	N/A	N/A	5,683	3.6
Rate of asthma hospitalizations, aged 45-64 per 10,000	N/A	N/A	7,982	5.2
Pediatric asthma hospitalization, per 10,000	N/A	N/A	16,368	13.4
Diabetes hospitalizations, per 10,000 <sup>1</sup>	5,101	21.9	119,814	20.3
CLRD hospitalizations, per 10,000	3,730	16.0	97,438	16.5
Heart disease hospitalizations, per 10,000	5,598	24.0	150,131	25.4
Total ED visits, per 10,000	822,042	3,527.6	20,876,265	3,534.0

CLRD, chronic lower respiratory disease; ED, emergency department.

Source: New York State Community Health Indicator Reports.

N/A: One or more counties were missing information.

Source: New York State Community Health Indicators Report

<sup>1</sup>For those with a primary diagnosis of diabetes.

## 2. Healthcare Sector Employment

**Table 69.** Number of Healthcare Jobs in the Central NY Region, by Setting, 2020–2024

Setting	2020	2021	2022	2023	2024	2020 to 2024 Change	
						Number	Percent
Hospitals	13,603	13,165	12,928	13,126	13,480	-123	-0.9%
Ambulatory care (excluding home health)	15,208	15,804	16,040	16,397	16,429	1,221	8.0%
Nursing home and residential care facilities	8,112	7,157	6,775	6,694	6,986	-1,126	-13.9%
Home healthcare	2,238	2,106	2,106	2,367	2,480	242	10.8%
<b>Total</b>	<b>39,161</b>	<b>38,232</b>	<b>37,849</b>	<b>38,584</b>	<b>39,375</b>	<b>214</b>	<b>0.5%</b>

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

### 3. Employment by Occupations

**Table 70.** Number of Jobs and Median Salary for Selected Healthcare Occupations in Central New York, 2024

Occupational Title	Number of Jobs	Median Salary
Audiologists	N/A	\$82,984
Cardiovascular Technologists and Technicians	120	\$96,357
Clinical Laboratory Technologists and Technicians	500	\$80,012
Dental Assistants	840	\$48,145
Dental Hygienists	540	\$86,648
Diagnostic Medical Sonographers	220	\$93,170
Dietetic Technicians	N/A	\$50,284
Dietitians and Nutritionists	240	\$70,607
Emergency Medical Technicians	540	\$41,898
Healthcare Social Workers	690	\$64,061
Home Health & Personal Care Aides	8,750	\$37,620
Licensed Practical and Licensed Vocational Nurses	2,220	\$59,722
Magnetic Resonance Imaging Technologists	100	\$95,861
Medical and Health Services Managers	850	\$136,967
Medical Assistants	1,180	\$42,733
Medical Records Specialists	410	\$51,768
Medical Secretaries	1,580	\$42,737
Medical Transcriptionists	80	\$44,847
Mental Health and Substance Abuse Social Workers	380	\$73,669
Nuclear Medicine Technologists	N/A	\$99,470
Nurse Midwives	N/A	\$119,331
Nurse Practitioners	960	\$130,482
Nursing Assistants	3,080	\$42,592
Occupational Therapists	510	\$84,153
Occupational Therapy Assistants	80	\$62,532
Orderlies	250	\$38,248
Paramedics	310	\$63,279
Pharmacists	750	\$148,187
Pharmacy Aides	180	\$34,901
Pharmacy Technicians	990	\$39,518
Phlebotomists	220	\$43,746
Physical Therapist Aides	50	\$32,240
Physical Therapist Assistants	150	\$59,772
Physical Therapists	720	\$91,263
Physician Assistants	760	\$133,249
Psychiatric Aides	160	\$50,240
Psychiatric Technicians	100	\$52,372
Radiation Therapists	60	\$107,650
Radiologic Technologists	750	\$85,968
Recreational Therapists	80	\$62,611
Registered Nurses	8,310	\$86,196
Respiratory Therapists	260	\$85,103
Speech-Language Pathologists	560	\$86,891
Surgical Technologists	280	\$65,255

N/A, not available.

Source: NYS Department of Labor, Employment Statistics, Occupational Wage and Employment Estimates (OES).

#### 4. Employer Demand Surveys

##### a. Hospitals

**Table 71.** Percent of Respondents Who Indicated Recruitment and/or Retention Difficulties at Upstate New York Hospitals

Occupations	Percent of Respondents Indicating Difficulty	
	Recruiting	Retaining
Certified Nurse Aides/Nurse Aides/Patient Care Techs	15.4%	30.8%
Clinical Laboratory Technicians	45.5%	9.1%
Clinical Laboratory Technologists	66.7%	11.1%
Community Health Workers	16.7%	16.7%
Credentialed Alcoholism and Substance Abuse Counselors (CASAC)	33.3%	33.3%
Licensed Mental Health Counselors	33.3%	20.0%
Licensed Practical Nurses	46.2%	53.8%
Medical Assistants (Certified)	14.3%	28.6%
Nurse Practitioners (All other)	38.5%	15.4%
Nurse Practitioners (Behavioral Health)	44.4%	22.2%
Pharmacists	38.5%	0.0%
Pharmacy Technicians (Registered)	15.4%	0.0%
Physician Assistants	46.2%	7.7%
Registered Nurses (Associate-prepared)	38.5%	61.5%
Registered Nurses (Baccalaureate-prepared)	61.5%	61.5%
Respiratory Therapists	53.8%	15.4%
Social Workers -- LCSWs	30.0%	10.0%
Social Workers -- LMSWs	27.3%	9.1%
Surgical Technicians	46.2%	15.4%

**Table 72. Reasons for Recruitment Difficulties at Upstate New York Hospitals, 2025**

Occupations	Reasons For Recruitment Difficulties					
	Candidates applying not qualified	Shortage of workers/applicants	Location/ Transportation issues	Non competitive benefits	Non competitive salaries	Applicants not following up/skipping appointments (ghosting)
Certified Nurse Aides/Nurse Aides/Patient Care Techs	28.6%	42.9%	42.9%	0.0%	28.6%	28.6%
Clinical Laboratory Technicians	16.7%	83.3%	0.0%	0.0%	16.7%	16.7%
Clinical Laboratory Technologists	28.6%	100.0%	14.3%	0.0%	14.3%	0.0%
Credentialed Alcoholism and Substance Abuse Counselors (CASAC)	60.0%	80.0%	20.0%	0.0%	20.0%	0.0%
Licensed Mental Health Counselors	30.0%	60.0%	10.0%	0.0%	20.0%	0.0%
Licensed Practical Nurses	12.5%	62.5%	37.5%	12.5%	37.5%	25.0%
Nurse Practitioners (All other)	12.5%	62.5%	12.5%	0.0%	25.0%	12.5%
Nurse Practitioners (Behavioral Health)	16.7%	66.7%	16.7%	0.0%	33.3%	0.0%
Pharmacists	10.0%	50.0%	10.0%	0.0%	0.0%	0.0%
Pharmacy Technicians (Registered)	16.7%	50.0%	50.0%	16.7%	16.7%	33.3%
Physician Assistants	28.6%	57.1%	14.3%	0.0%	0.0%	14.3%
Registered Nurses (Associate-prepared)	9.1%	72.7%	9.1%	0.0%	18.2%	27.3%
Registered Nurses (Baccalaureate-prepared)	9.1%	72.7%	9.1%	0.0%	18.2%	27.3%
Respiratory Therapists	8.3%	66.7%	16.7%	0.0%	16.7%	0.0%
Social Workers -- LCSWs	33.3%	55.6%	0.0%	0.0%	11.1%	0.0%
Social Workers -- LMSWs	30.0%	60.0%	10.0%	0.0%	10.0%	0.0%
Surgical Technicians	20.0%	60.0%	0.0%	10.0%	40.0%	10.0%

**Table 73.** Reasons for Retention Difficulties at Upstate New York Hospitals, 2025

Occupations	Reasons For Retention Difficulties					
	Career change	Left for better benefits	Left for better salary	Left for better work life balance	Left for family commitments	Retirement
Certified Nurse Aides/Nurse Aides/Patient Care Techs	62.5%	12.5%	50.0%	25.0%	37.5%	0.0%
Licensed Mental Health Counselors	0.0%	0.0%	40.0%	40.0%	20.0%	0.0%
Licensed Practical Nurses	11.1%	0.0%	44.4%	44.4%	33.3%	11.1%
Registered Nurses (Associate-prepared)	27.3%	9.1%	54.5%	54.5%	54.5%	27.3%
Registered Nurses (Baccalaureate-prepared)	27.3%	9.1%	45.5%	45.5%	45.5%	27.3%
Respiratory Therapists	20.0%	0.0%	100.0%	60.0%	20.0%	20.0%
Social Workers -- LCSWs	20.0%	0.0%	80.0%	60.0%	0.0%	20.0%
Surgical Technicians	11.1%	0.0%	44.4%	44.4%	44.4%	22.2%

**b. Nursing Homes and Adult Care Facilities**

**Table 74.** Percent of Respondents Who Indicated Recruitment and/or Retention Difficulties at Upstate New York State Nursing Homes and Adult Care Facilities

Occupation	Percent of Respondents Indicating Difficulty	
	Recruiting	Retaining
Certified Nurse Aides/Nurse Aides/Patient Care Techs	31.3%	25.0%
Dietitians/Nutritionists	33.3%	12.5%
Home Health Aides	33.3%	11.1%
Licensed Practical Nurses	68.2%	33.3%
MDS Coordinators	41.7%	7.7%
Nurse Aide Trainees	0.0%	66.7%
Nurse Practitioners (All other)	0.0%	0.0%
Occupational Therapists	42.9%	0.0%
Occupational Therapy Assistants	33.3%	0.0%
Patient Care Managers	20.0%	0.0%
Personal Care Aides	40.0%	30.0%
Physical Therapy Assistants	57.1%	0.0%
Physician Assistants	54.5%	0.0%
Registered Nurses (Associate-prepared)	60.0%	13.3%
Registered Nurses (Baccalaureate prepared)	65.0%	10.5%
Residential Care Aides (ACF/ALR)	33.3%	22.2%
Social Workers - BSWs	45.5%	8.3%
Social Workers - LCSWs	20.0%	20.0%
Social Workers - LMSWs	25.0%	12.5%
Speech Language Pathologists	61.5%	7.7%

**Table 75. Reasons for Recruitment Difficulties at Upstate New York Nursing Homes and Adult Care Facilities, 2025**

Occupation	Reasons for Recruitment Difficulties				
	Applicants failed/ refused background checks/ drug tests	Applicants not following up/skipping appointments (ghosting)	Candidates applying not qualified	Family care giving commitments	Shortage of workers/applicants
Certified Nurse Aides/Nurse Aides/Patient Care Techs	40.0%	90.0%	40.0%	70.0%	90.0%
Dietitians/Nutritionists	0.0%	11.1%	33.3%	11.1%	66.7%
Home Health Aides	16.7%	66.7%	83.3%	100.0%	83.3%
Licensed Practical Nurses	17.6%	58.8%	29.4%	35.3%	88.2%
MDS Coordinators	0.0%	0.0%	50.0%	0.0%	33.3%
Nurse Aide Trainees	50.0%	83.3%	33.3%	66.7%	50.0%
Occupational Therapists	0.0%	0.0%	18.2%	0.0%	90.9%
Occupational Therapy Assistants	0.0%	0.0%	20.0%	0.0%	100.0%
Personal Care Aides	37.5%	75.0%	87.5%	37.5%	87.5%
Physical Therapy Assistants	0.0%	0.0%	9.1%	0.0%	90.9%
Physician Assistants	10.0%	0.0%	10.0%	10.0%	10.0%
Registered Nurses (Associate-prepared)	7.7%	30.8%	15.4%	15.4%	100.0%
Registered Nurses (Baccalaureate prepared)	5.9%	29.4%	17.6%	17.6%	88.2%
Residential Care Aides (ACF/ALR)	60.0%	40.0%	80.0%	60.0%	80.0%
Social Workers - BSWs	11.1%	11.1%	44.4%	11.1%	77.8%
Social Workers - LMSWs	14.3%	14.3%	57.1%	14.3%	85.7%
Speech Language Pathologists	0.0%	11.1%	22.2%	11.1%	100.0%

**Table 76.** Reasons for Recruitment Difficulties at Upstate New York Nursing Homes and Adult Care Facilities, 2025

Occupation	Reasons for Recruitment Difficulties			
	Location/ Transportation issues	Non competitive benefits	Non competitive salaries	Shortage of workers/applicants with specific language or cultural backgrounds
Certified Nurse Aides/Nurse Aides/Patient Care Techs	80.0%	30.0%	20.0%	10.0%
Dietitians/Nutritionists	33.3%	11.1%	22.2%	0.0%
Home Health Aides	83.3%	33.3%	33.3%	16.7%
Licensed Practical Nurses	58.8%	29.4%	41.2%	0.0%
MDS Coordinators	33.3%	0.0%	16.7%	0.0%
Nurse Aide Trainees	83.3%	33.3%	33.3%	16.7%
Occupational Therapists	36.4%	18.2%	27.3%	9.1%
Occupational Therapy Assistants	30.0%	20.0%	30.0%	10.0%
Personal Care Aides	50.0%	25.0%	62.5%	0.0%
Physical Therapy Assistants	36.4%	18.2%	27.3%	9.1%
Physician Assistants	10.0%	0.0%	0.0%	0.0%
Registered Nurses (Associate-prepared)	46.2%	15.4%	23.1%	7.7%
Registered Nurses (Baccalaureate prepared)	35.3%	29.4%	47.1%	5.9%
Residential Care Aides (ACF/ALR)	60.0%	20.0%	40.0%	20.0%
Social Workers - BSWs	55.6%	11.1%	22.2%	0.0%
Social Workers - LMSWs	28.6%	14.3%	0.0%	0.0%
Speech Language Pathologists	55.6%	0.0%	11.1%	11.1%

**Table 77.** Reasons for Retention Difficulties at Upstate New York Nursing Homes and Adult Care Facilities, 2025

Occupation	Reasons for Retention Difficulties				
	Career change	Left for better benefits	Left for better salary	Left for better work life balance	Left for family commitments
Certified Nurse Aides/Nurse Aides/Patient Care Techs	50.0%	30.0%	40.0%	50.0%	70.0%
Home Health Aides	83.3%	50.0%	66.7%	33.3%	100.0%
Licensed Practical Nurses	46.2%	53.8%	76.9%	61.5%	61.5%
Nurse Aide Trainees	81.8%	27.3%	36.4%	45.5%	90.9%
Personal Care Aides	57.1%	57.1%	71.4%	57.1%	57.1%
Registered Nurses (Associate-prepared)	25.0%	37.5%	75.0%	50.0%	62.5%
Registered Nurses (Baccalaureate prepared)	40.0%	30.0%	70.0%	60.0%	50.0%
Residential Care Aides (ACF/ALR)	60.0%	60.0%	100.0%	0.0%	20.0%
Speech Language Pathologists	40.0%	20.0%	80.0%	40.0%	20.0%

**Table 78.** Reasons for Retention Difficulties at Upstate New York Nursing Homes and Adult Care Facilities, 2025

Occupation	Reasons for Retention Difficulties				
	Left for family commitments	Paperwork and regulatory requirements	Pay/hours limited to protect safety net eligibility (Medicaid, food stamps, etc.)	Retirement	Terminated for cause
Certified Nurse Aides/Nurse Aides/Patient Care Techs	0.0%	30.0%	50.0%	20.0%	80.0%
Home Health Aides	0.0%	66.7%	50.0%	33.3%	66.7%
Licensed Practical Nurses	0.0%	53.8%	38.5%	30.8%	53.8%
Nurse Aide Trainees	0.0%	36.4%	81.8%	9.1%	63.6%
Personal Care Aides	0.0%	28.6%	57.1%	0.0%	42.9%
Registered Nurses (Associate-prepared)	0.0%	37.5%	0.0%	12.5%	12.5%
Registered Nurses (Baccalaureate prepared)	0.0%	30.0%	20.0%	20.0%	20.0%
Residential Care Aides (ACF/ALR)	0.0%	60.0%	40.0%	0.0%	40.0%
Speech Language Pathologists	0.0%	0.0%	20.0%	0.0%	0.0%

**c. Home Healthcare**

**Table 79.** Percent of Respondents Who Indicated Recruitment and/or Retention Difficulties at Upstate New York State Home Health Care Agencies, 2025

Occupation	Percent of Respondents Indicating Difficulty	
	Recruiting	Retaining
Home Health Aides	46.67%	26.7%
LCSW Social Workers	40.00%	20.0%
Licensed Practical Nurses	25.00%	0.0%
LMSW Social Workers	28.57%	0.0%
Occupational Therapists	60.00%	16.7%
Personal Care Aides	16.67%	18.2%
Physical Therapists	80.00%	0.0%
Registered Nurses (Associate-prepared)	28.57%	14.3%
Registered Nurses (Baccalaureate-prepared)	70.00%	33.3%
Speech Language Pathologists	80.00%	20.0%

**Table 80.** Reasons for Recruitment Difficulties at Upstate New York Home Health Care Agencies, 2025

Occupation	Reasons for Recruitment Difficulties		
	Applicants failed or refused background check or drug test	Location/ Transportation issues	Non competitive benefits
Home Health Aides	36.4%	81.8%	36.4%
LCSW Social Workers	0.0%	20.0%	0.0%
Licensed Practical Nurses	0.0%	20.0%	0.0%
LMSW Social Workers	0.0%	16.7%	0.0%
Personal Care Aides	42.9%	85.7%	57.1%
Registered Nurses (Associate-prepared)	0.0%	14.3%	14.3%
Registered Nurses (Baccalaureate-prepared)	0.0%	10.0%	10.0%
Speech Language Pathologists	0.0%	0.0%	20.0%

**Table 81.** Reasons for Recruitment Difficulties at Upstate New York Home Health Care Agencies, 2025

Occupation	Reasons for Recruitment Difficulties		
	Non competitive salaries	Shortage of workers/applicants	Shortage of workers/applicants with specific language or cultural backgrounds
Home Health Aides	45.5%	81.8%	18.2%
LCSW Social Workers	20.0%	80.0%	0.0%
Licensed Practical Nurses	40.0%	60.0%	0.0%
LMSW Social Workers	16.7%	50.0%	0.0%
Personal Care Aides	57.1%	71.4%	42.9%
Registered Nurses (Associate-prepared)	42.9%	71.4%	0.0%
Registered Nurses (Baccalaureate-prepared)	50.0%	70.0%	0.0%
Speech Language Pathologists	40.0%	80.0%	0.0%

**Table 82.** Reasons for Retention Difficulties at Upstate New York Home Health Care Agencies, 2025

Occupation	Related Reasons for Retention Difficulties				
	Lack of flexible schedules	Left due to immigration status change	Left for better salary and Benefits	Left for better work life balance	Left for family commitments
Home Health Aides	0.0%	0.0%	100.0%	28.6%	42.9%
Personal Care Aides	0.0%	0.0%	100.0%	20.0%	20.0%
Registered Nurses (Associate-prepared)	0.0%	0.0%	83.3%	33.3%	33.3%
Registered Nurses (Baccalaureate-prepared)	0.0%	0.0%	85.7%	28.6%	28.6%

**Table 83.** Reasons for Retention Difficulties at Upstate New York Home Health Care Agencies, 2025

Occupation	Related Reasons for Retention Difficulties				
	Left for job outside of healthcare	Paperwork and regulatory burden	Retirement	Transportation issues	Work hours limited to protect safety net eligibility (Medicaid, food stamps, etc.)
Home Health Aides	57.1%	42.9%	14.3%	42.9%	57.1%
Personal Care Aides	40.0%	20.0%	20.0%	60.0%	60.0%
Registered Nurses (Associate-prepared)	0.0%	66.7%	16.7%	0.0%	16.7%
Registered Nurses (Baccalaureate-prepared)	0.0%	42.9%	28.6%	0.0%	14.3%

**d. Clinics**

**Table 84.** Percent of Respondents Who Indicated Recruitment and/or Retention Difficulties at Upstate New York Clinics, 2025

Occupation	Percent of Respondents Indicating Difficulty	
	Recruiting	Retaining
Community Health Workers	0.0%	0.0%
Credentialed Alcoholism and Substance Abuse Counselors (CASAC)	20.0%	0.0%
Dental Hygienists	66.7%	14.3%
Dentists	75.0%	12.5%
LCSW Social Workers	57.7%	26.1%
Licensed Mental Health Counselors	27.8%	15.8%
Licensed Practical Nurses	46.7%	26.9%
LMSW Social Workers	40.9%	25.0%
Nurse Practitioners (All other)	36.0%	4.2%
Nurse Practitioners (Behavioral Health)	20.0%	13.3%
Patient Care Managers	23.1%	0.0%
Pharmacists	0.0%	11.1%
Physician Assistants	25.0%	0.0%
Primary Care Physicians	90.9%	10.0%
Psychiatrists	85.7%	7.7%
Medical Assistants (Certified)	0.0%	10.0%
Pharmacy Technicians (Registered)	0.0%	16.7%
Registered Nurses (Associate-prepared)	54.5%	19.0%
Registered Nurses (Baccalaureate-prepared)	56.0%	20.0%

**Table 85.** Reasons for Recruitment Difficulties at Upstate New York Clinics, 2025

Occupation	Reasons for Recruitment Difficulties			
	Applicants not following up/skipping appointments (ghosting)	Candidates applying not qualified	Family care giving commitments	Shortage of workers/applicants
Dental Hygienists	12.5%	0.0%	25.0%	100.0%
Dentists	10.0%	20.0%	10.0%	90.0%
LCSW Social Workers	7.7%	15.4%	15.4%	100.0%
Licensed Mental Health Counselors	22.2%	22.2%	0.0%	77.8%
Licensed Practical Nurses	65.0%	20.0%	20.0%	55.0%
LMSW Social Workers	16.7%	25.0%	16.7%	91.7%
Nurse Practitioners (All other)	8.3%	16.7%	8.3%	83.3%
Nurse Practitioners (Behavioral Health)	0.0%	0.0%	11.1%	88.9%
Physician Assistants	0.0%	11.1%	11.1%	77.8%
Primary Care Physicians	6.3%	18.8%	12.5%	93.8%
Registered Nurses (Associate-prepared)	40.0%	20.0%	6.7%	80.0%
Registered Nurses (Baccalaureate-prepared)	25.0%	31.3%	6.3%	75.0%

**Table 86.** Reasons for Recruitment Difficulties at Upstate New York Clinics, 2025

Occupation	Reasons for Recruitment Difficulties			
	Location/ Transportation issues	Non competitive benefits	Non competitive salaries	Shortage of workers/applicants with specific language or cultural backgrounds
Dental Hygienists	50.0%	25.0%	50.0%	0.0%
Dentists	60.0%	20.0%	50.0%	0.0%
LCSW Social Workers	46.2%	23.1%	46.2%	15.4%
Licensed Mental Health Counselors	22.2%	0.0%	33.3%	33.3%
Licensed Practical Nurses	25.0%	20.0%	70.0%	0.0%
LMSW Social Workers	50.0%	25.0%	50.0%	8.3%
Nurse Practitioners (All other)	25.0%	25.0%	41.7%	16.7%
Nurse Practitioners (Behavioral Health)	44.4%	22.2%	22.2%	11.1%
Physician Assistants	33.3%	22.2%	22.2%	22.2%
Primary Care Physicians	37.5%	25.0%	50.0%	12.5%
Registered Nurses (Associate-prepared)	40.0%	26.7%	60.0%	6.7%
Registered Nurses (Baccalaureate-prepared)	37.5%	18.8%	50.0%	12.5%

**Table 87.** Reasons for Retention Difficulties at Upstate New York Clinics, 2025

Occupation	Reasons for Retention Difficulties			
	Career change	Left for better benefits	Left for better salary	Left for better work life balance
LCSW Social Workers	11.1%	33.3%	88.9%	44.4%
Licensed Mental Health Counselors	14.3%	42.9%	57.1%	42.9%
Licensed Practical Nurses	0.0%	44.4%	88.9%	33.3%
LMSW Social Workers	16.7%	66.7%	83.3%	50.0%
Physician Assistants	20.0%	20.0%	60.0%	100.0%
Primary Care Physicians	0.0%	40.0%	100.0%	80.0%
Registered Nurses (Associate-prepared)	9.1%	36.4%	81.8%	45.5%
Registered Nurses (Baccalaureate-prepared)	8.3%	25.0%	83.3%	58.3%
LCSW Social Workers	11.1%	33.3%	88.9%	44.4%

**Table 88.** Reasons for Retention Difficulties at Upstate New York Clinics, 2025

Occupation	Reasons for Retention Difficulties			
	Left for family commitments	Paperwork and regulatory requirements	Pay/hours limited to protect safety net eligibility (Medicaid, food stamps, etc.)	Retirement
LCSW Social Workers	22.2%	44.4%	0.0%	22.2%
Licensed Mental Health Counselors	28.6%	42.9%	0.0%	14.3%
Licensed Practical Nurses	33.3%	11.1%	22.2%	11.1%
LMSW Social Workers	33.3%	50.0%	0.0%	16.7%
Physician Assistants	40.0%	40.0%	0.0%	20.0%
Primary Care Physicians	60.0%	40.0%	0.0%	60.0%
Registered Nurses (Associate-prepared)	36.4%	27.3%	0.0%	9.1%
Registered Nurses (Baccalaureate-prepared)	25.0%	33.3%	0.0%	8.3%
LCSW Social Workers	22.2%	44.4%	0.0%	22.2%

## 5. Healthcare Workforce Production and Projected Need

### a. Graduations

**Table 89.** The Number of Graduations for Selected Healthcare Occupations in Central New York, 2020–2024

Occupational Program	School Year					Change Between 2020 and 2024	
	2020	2021	2022	2023	2024	Number	Percent
Audiologists & Speech Language Pathologists <sup>a</sup>	99	96	102	102	108	9	9.1%
Clinical Laboratory Technologists	15	32	30	33	25	10	66.7%
Dental Assistants	46	48	68	50	43	-3	-6.5%
Healthcare Administrators	29	29	50	41	44	15	51.7%
License Practical Nurses (LPNs)	174	124	107	115	100	-74	-42.5%
Marriage and Family Therapists	29	34	19	16	35	6	20.7%
Medical Assistants	113	146	82	82	63	-50	-44.2%
Mental Health Counselors	26	34	27	49	42	16	61.5%
Occupational Therapists	39	38	22	28	33	-6	-15.4%
Occupational Therapy Assistants	40	16	21	23	16	-24	-60.0%
Physical Therapists	40	18	61	37	37	-3	-7.5%
Physical Therapy Assistants	28	19	24	15	14	-14	-50.0%
Physician Assistants	102	107	105	108	105	3	2.9%
Radiation Therapists	14	11	10	10	10	-4	-28.6%
Recreational Therapists	30	26	20	18	9	-21	-70.0%
Registered Nurses (RNs) <sup>b</sup>	505	530	449	402	424	-81	-16.0%
Registered Nurses with Advanced Education <sup>c</sup>	55	104	83	90	107	52	94.5%
Respiratory Therapists	9	15	12	14	16	7	77.8%
Social Workers <sup>d</sup>	129	134	137	100	81	-48	-37.2%
Substance Abuse/Addiction Counseling	18	26	33	19	6	-12	-66.7%
Surgical Technology/Technologist	9	10	20	12	24	15	166.7%

<sup>a</sup> Audiologists & speech-language pathologists include graduations in audiology, speech-language pathology, and communication sciences and disorders.

<sup>b</sup> Graduations of BSN completers, those RNs already holding RN diplomas or AND degrees who obtained BSNs, are excluded from these counts.

<sup>c</sup> Registered nurses with advanced education include graduations or certificates in adult health nursing, clinical nurse specialist, critical care nursing, family practice nursing, geriatric nursing, maternal and child health nursing, palliative care nursing, pediatric nursing, perioperative/OR nursing, public health nursing, women's health nursing, and nursing practice.

<sup>d</sup> Social workers include graduations in social work and in clinical/medical social work.

Sources: Integrated Postsecondary Education Data System; NYS Education Department, and Excelsior College.

**b. Licenses**

**Table 90.** Number of Licensed Individuals in Selected Healthcare Professions in Central New York, 2021–2025

Occupation	2021	2022	2023	2024	2025	Change Between 2021 and 2025	
						Number	Percent
Clinical Laboratory Technicians	102	106	107	99	102	0	0.0%
Clinical Laboratory Technologists	497	479	469	451	452	-45	-9.1%
Dental Assistants	226	228	225	213	213	-13	-5.8%
Dental Hygienists	544	543	525	509	498	-46	-8.5%
Dietitians/Nutritionists	218	220	215	211	224	6	2.8%
Licensed Practical Nurses (LPNs)	4,558	4,520	4,438	4,439	4,224	-334	-7.3%
Nurse Practitioners <sup>a</sup>	1,525	1,552	1,711	1,724	1,855	330	21.6%
Occupational Therapists	506	524	568	600	619	113	22.3%
Occupational Therapy Assistants	154	156	158	144	143	-11	-7.1%
Pharmacists	862	881	886	900	901	39	4.5%
Pharmacy Technicians <sup>b</sup>	N/A	135	179	198	196	N/A	N/A
Physical Therapists	945	976	961	974	987	42	4.4%
Physical Therapist Assistants	320	327	320	304	308	-12	-3.8%
Physician Assistants	659	694	711	758	780	121	18.4%
Registered Nurses (RNs)	13,175	13,235	13,405	13,673	13,753	578	4.4%
Respiratory Therapists	368	364	358	337	328	-40	-10.9%
Social Workers <sup>c</sup>	1,611	1,644	1,727	1,783	1,864	253	15.7%
Speech-Language Pathologists	611	622	623	632	645	34	5.6%

<sup>a</sup> Nurse practitioners are licensed as registered nurses and are certified in 1 or more of 16 specialties.

<sup>b</sup> Registered pharmacy technicians were first licensed by New York State in 2021. Counts by county were not available in 2021.

<sup>c</sup> Social workers include both Licensed Clinical Social Workers and Licensed Master Social Workers.

Source: New York State Education Department, Office of Professions.

### c. Employment Projections

**Table 91.** Employment Projections for Selected Healthcare Occupations for the Central New York Region, 2022–2032

Occupational Title	2022	2032	Change Between 2022 and 2032		Average Annual Openings <sup>a</sup>
			Number	Percent	
Cardiovascular Technologists and Technicians	110	130	20	18.2%	2
Clinical Laboratory Technologists and Technicians	620	760	140	22.6%	54
Dental Assistants	960	1,200	240	25.0%	174
Dental Hygienists	580	720	140	24.1%	54
Diagnostic Medical Sonographers	260	350	90	34.6%	29
Dietetic Technicians	60	70	10	16.7%	1
Dietitians and Nutritionists	230	280	50	21.7%	25
Healthcare Social Workers	780	970	190	24.4%	89
Home Health and Personal Care Aides	8,110	10,840	2,730	33.7%	1,663
Licensed Practical and Licensed Vocational Nurses	2,720	3,170	450	16.5%	265
Magnetic Resonance Imaging Technologists	60	90	30	50.0%	3
Medical Assistants	1,250	1,610	360	28.8%	226
Medical Transcriptionists	160	170	10	6.3%	31
Medical and Health Services Managers	790	1,150	360	45.6%	106
Mental Health and Substance Abuse Social Workers	480	630	150	31.3%	55
Nurse Anesthetists	100	120	20	20.0%	2
Nurse Practitioners	850	1,400	550	64.7%	115
Nursing Assistants	3,710	4,460	750	20.2%	655
Occupational Therapists	670	880	210	31.3%	61
Occupational Therapy Assistants	170	250	80	47.1%	38
Orderlies	150	180	30	20.0%	23
Pharmacists	670	700	30	4.5%	33
Pharmacy Aides	220	200	-20	(9.1%)	28
Pharmacy Technicians	940	940	0	0.0%	90
Phlebotomists	220	280	60	27.3%	36
Physical Therapist Assistants	490	720	230	46.9%	103
Physical Therapists	1,470	1,970	500	34.0%	120
Physician Assistants	670	1,000	330	49.3%	73
Psychiatric Aides	200	230	30	15.0%	33
Psychiatric Technicians	100	140	40	40.0%	24
Recreational Therapists	90	110	20	22.2%	2
Registered Nurses	9,090	11,050	1,960	21.6%	736
Respiratory Therapists	290	380	90	31.0%	29
Speech-Language Pathologists	950	1,380	430	45.3%	103

<sup>a</sup>Annual openings reflect creation of new positions in the occupation and replacement for those retiring or otherwise leaving the occupation.

Source: NYS Department of Labor, Jobs in Demand/Projects, Long-Term Occupation Projections, 2022-2032.

## C. Finger Lakes

The Finger Lakes region includes the counties of Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming, and Yates.



### REGIONAL HIGHLIGHTS

#### Population and Healthcare Indicators

- The Finger Lakes region has a higher percentage of its population 65 years of age or older than the state as a whole.
- The rates of total deaths and deaths due to all cancers are higher in the Finger Lakes region than the state rate.
- There is a lower percentage of the population aged 25 and older in the Finger Lakes region with bachelor's degrees or master's or higher degrees compared to New York State.

#### Healthcare Employment

- Overall, employment in healthcare settings in the Finger Lakes region increased by over 3,000 jobs between 2020 and 2024.
- The number of jobs in hospitals and in ambulatory care in the Finger Lakes region increased between 2020 and 2024, while the number of jobs in nursing homes and in home healthcare all declined during the same time period.

#### Employer Demand Surveys

- RNs are among the most difficult to recruit and retain in all healthcare settings in upstate New York.
- Hospitals in upstate New York also reported that clinical laboratory technicians, clinical laboratory technologists, LPNs, respiratory therapists, and surgical technicians are the most difficult to recruit.
- Nursing homes and adult care facilities in upstate New York reported that LPNs and speech-language pathologists were among the most difficult to recruit and nurse aide trainees the most to retain.
- Home Health Care Agencies in upstate New York also indicated that occupational therapists, physical therapists, and speech language pathologists were among the most difficult to recruit and retain.
- Clinics in upstate New York reported that dentists, primary care physicians, and psychiatrists were among the most difficult to recruit and retain.
- All settings in upstate New York reported the Shortage of workers/applicants and non-competitive salaries were among the main reasons for recruitment and retention difficulties.
- Nursing homes and assisted living facilities and Home Health Care Agencies in upstate New York also reported that transportation and location were among the main reasons for recruitment and retention difficulties.

#### Healthcare Production and Projected Workforce Need

- The number of social worker graduations and the number of LPN graduations both declined by one-third between 2020 and 2024 in the Finger Lakes region.
- The number of licensed RNs, NPs, and social workers increased in the Finger Lakes region by over 1000, nearly 600, and almost 500, respectively, between 2020 and 2024.
- The number of average annual openings in the Finger Lakes region for home health and personal care aides is projected to be 3,500 between 2022 and 2032. The number of average annual openings for RNs and for nursing aides are both projected to be around 1,200 in the Finger Lakes region during the same time period.

## 1. Population and Healthcare Indicators

**Table 92.** Selected Population Characteristics for the Finger Lakes, 2019-2023

Population Characteristics	Regional		Percent of State's Population
	Number	Percent of Region's Population	
Total population	1,214,560	N/A	6.1%
Population under 100% FPL	144,457	12.3%	13.7%
Population under 200% FPL	321,155	27.4%	28.1%
Population aged birth to 17 years	246,615	20.3%	20.7%
Population aged 65 and older	231,444	19.1%	17.4%
Population female aged 15 to 44	228,731	18.8%	19.8%
Women aged 15 to 19 who had a birth in past 12 months <sup>a</sup>	235	0.6%	0.7%
Women aged 20 to 34 who had a birth in past 12 months <sup>a</sup>	9,783	8.4%	7.1%
Women aged 35 to 50 who had a birth in past 12 months <sup>a</sup>	3,647	3.2%	4.0%
Black/African American, non-Hispanic	115,322	9.5%	13.6%
Hispanic/Latino	95,422	7.9%	19.6%
Asian/Pacific Islander, non-Hispanic	32,527	2.7%	8.9%
American Indian/Native Alaskan, non-Hispanic	1,225	0.1%	0.2%
Two or more/other races	48,910	4.0%	4.3%
Population with less than a high school education <sup>b</sup>	74,858	8.8%	12.1%
Population with a high school diploma or equivalent <sup>b</sup>	367,916	43.0%	39.4%
Population with an associate degree <sup>b</sup>	105,857	12.4%	8.9%
Population with a bachelor's degree <sup>b</sup>	171,709	20.1%	22.0%
Population with a master's degree or higher <sup>b</sup>	134,681	15.8%	17.5%
Home ownership <sup>c</sup>	345,350	68.1%	54.3%

<sup>a</sup> Percent of births from women in that age group compared to total number of women in the age group.

<sup>b</sup> Education levels and rates are based on individuals aged 25 years and older.

<sup>c</sup> Percent of occupied housing units that are owner occupied.

FPL, federal poverty level; N/A, not applicable; mos., months.

Source: US Census, American Community Survey, 5-Year Estimates, 2019-2023.

**Table 93.** Selected Health Indicators for the Finger Lakes, 2019-2022

Health Indicator	Region		Statewide	
	Number	Rate	Number	Rate
Total deaths, per 100,000	38,984	1,073.7	558,772	945.9
Deaths due to heart disease, per 100,000	7,320	201.6	133,573	226.1
Deaths due to all cancers, per 100,000	7,485	204.4	97,492	162.0
Deaths due to diabetes, per 100,000 <sup>1</sup>	953	26.2	14,939	25.3
Total births, per 1,000 females aged 15 to 44	35,613	52.0	624,349	53.3
Teen births, per 1,000 females aged 15 to 19	1,160	9.9	16,046	9.0
Low-birthweight births, as a percent of total births	2,284	6.7	40,644	6.8
Late/no prenatal care, as a percent of total births	1,451	4.3	34,417	5.6
Infant deaths, per 1,000 live births	208	5.8	2,609	4.2
Total hospitalizations, per 10,000	380,240	1,047.3	6,119,424	1,035.9
Total asthma hospitalizations, per 10,000	1,534	42.2	37,203	6.3
Rate of asthma hospitalizations, aged 25-44 per 10,000	N/A	N/A	5,683	3.6
Rate of asthma hospitalizations, aged 45-64 per 10,000	N/A	N/A	7,982	5.2
Pediatric asthma hospitalization, per 10,000	N/A	N/A	16,368	13.4
Diabetes hospitalizations, per 10,000 <sup>1</sup>	7,589	20.9	119,814	20.3
CLRD hospitalizations, per 10,000	6,665	18.3	97,438	16.5
Heart disease hospitalizations, per 10,000	8,507	23.4	150,131	25.4
Total ED visits, per 10,000	1,282,740	3,533.0	20,876,265	3,534.0

CLRD, chronic lower respiratory disease; ED, emergency department; N/A: One or more counties were missing information.

Source: New York State Community Health Indicator Reports.

<sup>1</sup>For those with a primary diagnosis of diabetes.

## 2. Healthcare Sector Employment

**Table 94.** Number of Healthcare Jobs in the Finger Lakes Region, by Setting, 2020–2024

Setting	2020	2021	2022	2023	2024	2020 to 2024 Change	
						Number	Percent
Hospitals	33,594	34,239	34,465	35,313	36,842	3,248	9.7%
Ambulatory care (excluding home health)	15,163	15,251	15,843	16,184	16,004	841	5.5%
Nursing home and residential care facilities	12,916	12,014	11,878	12,249	12,700	-216	-1.7%
Home healthcare	4,934	4,590	4,407	4,356	4,452	-482	-9.8%
<b>Total</b>	<b>66,607</b>	<b>66,094</b>	<b>66,593</b>	<b>68,102</b>	<b>69,998</b>	<b>3,391</b>	<b>5.1%</b>

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

### 3. Employment by Occupations

**Table 95.** Number of Jobs and Median Salary for Selected Healthcare Occupations in the Finger Lakes, 2024

Occupational Title	Number of Jobs	Median Salary
Audiologists	60	\$84,361
Cardiovascular Technologists and Technicians	140	\$77,583
Clinical Laboratory Technologists and Technicians	1,230	\$80,494
Dental Assistants	1,140	\$47,840
Dental Hygienists	1,060	\$84,866
Diagnostic Medical Sonographers	440	\$84,156
Dietetic Technicians	90	\$43,627
Dietitians and Nutritionists	330	\$73,403
Emergency Medical Technicians	930	\$40,564
Healthcare Social Workers	1,800	\$53,740
Home Health & Personal Care Aides	16,860	\$37,116
Licensed Practical and Licensed Vocational Nurses	3,380	\$62,533
Magnetic Resonance Imaging Technologists	260	\$80,384
Medical and Health Services Managers	1,420	\$130,865
Medical Assistants	1,930	\$44,005
Medical Records Specialists	610	\$55,421
Medical Secretaries	3,240	\$46,144
Medical Transcriptionists	90	\$39,841
Mental Health and Substance Abuse Social Workers	850	\$70,170
Nuclear Medicine Technologists	70	\$103,043
Nurse Anesthetists	90	N/A
Nurse Midwives	50	\$125,735
Nurse Practitioners	1,980	\$129,019
Nursing Assistants	5,680	\$41,597
Occupational Therapists	740	\$81,034
Occupational Therapy Assistants	160	\$61,924
Orderlies	350	\$44,210
Paramedics	490	\$62,792
Pharmacists	1,130	\$136,813
Pharmacy Aides	N/A	\$37,817
Pharmacy Technicians	1,980	\$39,035
Phlebotomists	470	\$46,625
Physical Therapist Aides	60	\$33,269
Physical Therapist Assistants	220	\$59,636
Physical Therapists	1,100	\$82,141
Physician Assistants	1,000	\$132,173
Radiation Therapists	90	\$97,958
Radiologic Technologists	770	\$78,061
Recreational Therapists	90	\$59,930
Registered Nurses	13,140	\$94,317
Respiratory Therapists	440	\$85,636
Speech-Language Pathologists	950	\$78,698
Surgical Technologists	320	\$60,181

N/A, not available.

Source: NYS Department of Labor, Employment Statistics, Occupational Wage and Employment Estimates (OES).

#### 4. Employer Demand Surveys

##### a. Hospitals

**Table 96.** Percent of Respondents Who Indicated Recruitment and/or Retention Difficulties at Upstate New York Hospitals, 2025

Occupations	Percent of Respondents Indicating Difficulty	
	Recruiting	Retaining
Certified Nurse Aides/Nurse Aides/Patient Care Techs	15.4%	30.8%
Clinical Laboratory Technicians	45.5%	9.1%
Clinical Laboratory Technologists	66.7%	11.1%
Community Health Workers	16.7%	16.7%
Credentialed Alcoholism and Substance Abuse Counselors (CASAC)	33.3%	33.3%
Licensed Mental Health Counselors	33.3%	20.0%
Licensed Practical Nurses	46.2%	53.8%
Medical Assistants (Certified)	14.3%	28.6%
Nurse Practitioners (All other)	38.5%	15.4%
Nurse Practitioners (Behavioral Health)	44.4%	22.2%
Pharmacists	38.5%	0.0%
Pharmacy Technicians (Registered)	15.4%	0.0%
Physician Assistants	46.2%	7.7%
Registered Nurses (Associate-prepared)	38.5%	61.5%
Registered Nurses (Baccalaureate-prepared)	61.5%	61.5%
Respiratory Therapists	53.8%	15.4%
Social Workers -- LCSWs	30.0%	10.0%
Social Workers -- LMSWs	27.3%	9.1%
Surgical Technicians	46.2%	15.4%

**Table 97. Reasons for Recruitment Difficulties at Upstate New York Hospitals, 2025**

Occupations	Reasons For Recruitment Difficulties					
	Candidates applying not qualified	Shortage of workers/applicants	Location/ Transportation issues	Non competitive benefits	Non competitive salaries	Applicants not following up/skipping appointments (ghosting)
Certified Nurse Aides/Nurse Aides/Patient Care Techs	28.6%	42.9%	42.9%	0.0%	28.6%	28.6%
Clinical Laboratory Technicians	16.7%	83.3%	0.0%	0.0%	16.7%	16.7%
Clinical Laboratory Technologists	28.6%	100.0%	14.3%	0.0%	14.3%	0.0%
Credentialed Alcoholism and Substance Abuse Counselors (CASAC)	60.0%	80.0%	20.0%	0.0%	20.0%	0.0%
Licensed Mental Health Counselors	30.0%	60.0%	10.0%	0.0%	20.0%	0.0%
Licensed Practical Nurses	12.5%	62.5%	37.5%	12.5%	37.5%	25.0%
Nurse Practitioners (All other)	12.5%	62.5%	12.5%	0.0%	25.0%	12.5%
Nurse Practitioners (Behavioral Health)	16.7%	66.7%	16.7%	0.0%	33.3%	0.0%
Pharmacists	10.0%	50.0%	10.0%	0.0%	0.0%	0.0%
Pharmacy Technicians (Registered)	16.7%	50.0%	50.0%	16.7%	16.7%	33.3%
Physician Assistants	28.6%	57.1%	14.3%	0.0%	0.0%	14.3%
Registered Nurses (Associate-prepared)	9.1%	72.7%	9.1%	0.0%	18.2%	27.3%
Registered Nurses (Baccalaureate-prepared)	9.1%	72.7%	9.1%	0.0%	18.2%	27.3%
Respiratory Therapists	8.3%	66.7%	16.7%	0.0%	16.7%	0.0%
Social Workers -- LCSWs	33.3%	55.6%	0.0%	0.0%	11.1%	0.0%
Social Workers -- LMSWs	30.0%	60.0%	10.0%	0.0%	10.0%	0.0%
Surgical Technicians	20.0%	60.0%	0.0%	10.0%	40.0%	10.0%

**Table 98. Reasons for Retention Difficulties at Upstate New York Hospitals, 2025**

Occupations	Reasons For Retention Difficulties					
	Career change	Left for better benefits	Left for better salary	Left for better work life balance	Left for family commitments	Retirement
Certified Nurse Aides/Nurse Aides/Patient Care Techs	62.5%	12.5%	50.0%	25.0%	37.5%	0.0%
Licensed Mental Health Counselors	0.0%	0.0%	40.0%	40.0%	20.0%	0.0%
Licensed Practical Nurses	11.1%	0.0%	44.4%	44.4%	33.3%	11.1%
Registered Nurses (Associate-prepared)	27.3%	9.1%	54.5%	54.5%	54.5%	27.3%
Registered Nurses (Baccalaureate-prepared)	27.3%	9.1%	45.5%	45.5%	45.5%	27.3%
Respiratory Therapists	20.0%	0.0%	100.0%	60.0%	20.0%	20.0%
Social Workers -- LCSWs	20.0%	0.0%	80.0%	60.0%	0.0%	20.0%
Surgical Technicians	11.1%	0.0%	44.4%	44.4%	44.4%	22.2%

**b. Nursing Homes and Adult Care Facilities**

**Table 99.** Percent of Respondents Who Indicated Recruitment and/or Retention Difficulties at Upstate New York Nursing Homes and Adult Care Facilities, 2025

Occupation	Percent of Respondents Indicating Difficulty	
	Recruiting	Retaining
Certified Nurse Aides/Nurse Aides/Patient Care Techs	31.3%	25.0%
Dietitians/Nutritionists	33.3%	12.5%
Home Health Aides	33.3%	11.1%
Licensed Practical Nurses	68.2%	33.3%
MDS Coordinators	41.7%	7.7%
Nurse Aide Trainees	0.0%	66.7%
Nurse Practitioners (All other)	0.0%	0.0%
Occupational Therapists	42.9%	0.0%
Occupational Therapy Assistants	33.3%	0.0%
Patient Care Managers	20.0%	0.0%
Personal Care Aides	40.0%	30.0%
Physical Therapy Assistants	57.1%	0.0%
Physician Assistants	54.5%	0.0%
Registered Nurses (Associate-prepared)	60.0%	13.3%
Registered Nurses (Baccalaureate prepared)	65.0%	10.5%
Residential Care Aides (ACF/ALR)	33.3%	22.2%
Social Workers - BSWs	45.5%	8.3%
Social Workers - LCSWs	20.0%	20.0%
Social Workers - LMSWs	25.0%	12.5%
Speech Language Pathologists	61.5%	7.7%

**Table 100. Reasons for Recruitment Difficulties at Upstate New York Nursing Homes and Adult Care Facilities, 2025**

Occupation	Reasons for Recruitment Difficulties				
	Applicants failed/ refused background checks/ drug tests	Applicants not following up/skipping appointments (ghosting)	Candidates applying not qualified	Family care giving commitments	Shortage of workers/applicants
Certified Nurse Aides/Nurse Aides/Patient Care Techs	40.0%	90.0%	40.0%	70.0%	90.0%
Dietitians/Nutritionists	0.0%	11.1%	33.3%	11.1%	66.7%
Home Health Aides	16.7%	66.7%	83.3%	100.0%	83.3%
Licensed Practical Nurses	17.6%	58.8%	29.4%	35.3%	88.2%
MDS Coordinators	0.0%	0.0%	50.0%	0.0%	33.3%
Nurse Aide Trainees	50.0%	83.3%	33.3%	66.7%	50.0%
Occupational Therapists	0.0%	0.0%	18.2%	0.0%	90.9%
Occupational Therapy Assistants	0.0%	0.0%	20.0%	0.0%	100.0%
Personal Care Aides	37.5%	75.0%	87.5%	37.5%	87.5%
Physical Therapy Assistants	0.0%	0.0%	9.1%	0.0%	90.9%
Physician Assistants	10.0%	0.0%	10.0%	10.0%	10.0%
Registered Nurses (Associate-prepared)	7.7%	30.8%	15.4%	15.4%	100.0%
Registered Nurses (Baccalaureate prepared)	5.9%	29.4%	17.6%	17.6%	88.2%
Residential Care Aides (ACF/ALR)	60.0%	40.0%	80.0%	60.0%	80.0%
Social Workers - BSWs	11.1%	11.1%	44.4%	11.1%	77.8%
Social Workers - LMSWs	14.3%	14.3%	57.1%	14.3%	85.7%
Speech Language Pathologists	0.0%	11.1%	22.2%	11.1%	100.0%

**Table 101.** Reasons for Recruitment Difficulties at Upstate New York Nursing Homes and Adult Care Facilities, 2025

Occupation	Reasons for Recruitment Difficulties			
	Location/ Transportation issues	Non competitive benefits	Non competitive salaries	Shortage of workers/applicants with specific language or cultural backgrounds
Certified Nurse Aides/Nurse Aides/Patient Care Techs	80.0%	30.0%	20.0%	10.0%
Dietitians/Nutritionists	33.3%	11.1%	22.2%	0.0%
Home Health Aides	83.3%	33.3%	33.3%	16.7%
Licensed Practical Nurses	58.8%	29.4%	41.2%	0.0%
MDS Coordinators	33.3%	0.0%	16.7%	0.0%
Nurse Aide Trainees	83.3%	33.3%	33.3%	16.7%
Occupational Therapists	36.4%	18.2%	27.3%	9.1%
Occupational Therapy Assistants	30.0%	20.0%	30.0%	10.0%
Personal Care Aides	50.0%	25.0%	62.5%	0.0%
Physical Therapy Assistants	36.4%	18.2%	27.3%	9.1%
Physician Assistants	10.0%	0.0%	0.0%	0.0%
Registered Nurses (Associate-prepared)	46.2%	15.4%	23.1%	7.7%
Registered Nurses (Baccalaureate prepared)	35.3%	29.4%	47.1%	5.9%
Residential Care Aides (ACF/ALR)	60.0%	20.0%	40.0%	20.0%
Social Workers - BSWs	55.6%	11.1%	22.2%	0.0%
Social Workers - LMSWs	28.6%	14.3%	0.0%	0.0%
Speech Language Pathologists	55.6%	0.0%	11.1%	11.1%

**Table 102.** Reasons for Retention Difficulties at Upstate New York Nursing Homes and Adult Care Facilities, 2025

Occupation	Reasons for Retention Difficulties				
	Career change	Left for better benefits	Left for better salary	Left for better work life balance	Left for family commitments
Certified Nurse Aides/Nurse Aides/Patient Care Techs	50.0%	30.0%	40.0%	50.0%	70.0%
Home Health Aides	83.3%	50.0%	66.7%	33.3%	100.0%
Licensed Practical Nurses	46.2%	53.8%	76.9%	61.5%	61.5%
Nurse Aide Trainees	81.8%	27.3%	36.4%	45.5%	90.9%
Personal Care Aides	57.1%	57.1%	71.4%	57.1%	57.1%
Registered Nurses (Associate-prepared)	25.0%	37.5%	75.0%	50.0%	62.5%
Registered Nurses (Baccalaureate prepared)	40.0%	30.0%	70.0%	60.0%	50.0%
Residential Care Aides (ACF/ALR)	60.0%	60.0%	100.0%	0.0%	20.0%
Speech Language Pathologists	40.0%	20.0%	80.0%	40.0%	20.0%

**Table 103.** Reasons for Retention Difficulties at Upstate New York Nursing Homes and Adult Care Facilities, 2025

Occupation	Reasons for Retention Difficulties				
	Left for family commitments	Paperwork and regulatory requirements	Pay/hours limited to protect safety net eligibility (Medicaid, food stamps, etc.)	Retirement	Terminated for cause
Certified Nurse Aides/Nurse Aides/Patient Care Techs	0.0%	30.0%	50.0%	20.0%	80.0%
Home Health Aides	0.0%	66.7%	50.0%	33.3%	66.7%
Licensed Practical Nurses	0.0%	53.8%	38.5%	30.8%	53.8%
Nurse Aide Trainees	0.0%	36.4%	81.8%	9.1%	63.6%
Personal Care Aides	0.0%	28.6%	57.1%	0.0%	42.9%
Registered Nurses (Associate-prepared)	0.0%	37.5%	0.0%	12.5%	12.5%
Registered Nurses (Baccalaureate prepared)	0.0%	30.0%	20.0%	20.0%	20.0%
Residential Care Aides (ACF/ALR)	0.0%	60.0%	40.0%	0.0%	40.0%
Speech Language Pathologists	0.0%	0.0%	20.0%	0.0%	0.0%

**c. Home Healthcare**

**Table 104.** Percent of Respondents Who Indicated Recruitment and/or Retention Difficulties at Upstate New York Home Health Care Agencies, 2025

Occupation	Percent of Respondents Indicating Difficulty	
	Recruiting	Retaining
Home Health Aides	46.67%	26.7%
LCSW Social Workers	40.00%	20.0%
Licensed Practical Nurses	25.00%	0.0%
LMSW Social Workers	28.57%	0.0%
Occupational Therapists	60.00%	16.7%
Personal Care Aides	16.67%	18.2%
Physical Therapists	80.00%	0.0%
Registered Nurses (Associate-prepared)	28.57%	14.3%
Registered Nurses (Baccalaureate-prepared)	70.00%	33.3%
Speech Language Pathologists	80.00%	20.0%

**Table 105.** Reasons for Recruitment Difficulties at Upstate New York Home Health Care Agencies, 2025

Occupation	Reasons for Recruitment Difficulties		
	Applicants failed or refused background check or drug test	Location/ Transportation issues	Non competitive benefits
Home Health Aides	36.4%	81.8%	36.4%
LCSW Social Workers	0.0%	20.0%	0.0%
Licensed Practical Nurses	0.0%	20.0%	0.0%
LMSW Social Workers	0.0%	16.7%	0.0%
Personal Care Aides	42.9%	85.7%	57.1%
Registered Nurses (Associate-prepared)	0.0%	14.3%	14.3%
Registered Nurses (Baccalaureate-prepared)	0.0%	10.0%	10.0%
Speech Language Pathologists	0.0%	0.0%	20.0%

**Table 106.** Reasons for Recruitment Difficulties at Upstate New York Home Health Care Agencies, 2025

Occupation	Reasons for Recruitment Difficulties		
	Non competitive salaries	Shortage of workers/applicants	Shortage of workers/applicants with specific language or cultural backgrounds
Home Health Aides	45.5%	81.8%	18.2%
LCSW Social Workers	20.0%	80.0%	0.0%
Licensed Practical Nurses	40.0%	60.0%	0.0%
LMSW Social Workers	16.7%	50.0%	0.0%
Personal Care Aides	57.1%	71.4%	42.9%
Registered Nurses (Associate-prepared)	42.9%	71.4%	0.0%
Registered Nurses (Baccalaureate-prepared)	50.0%	70.0%	0.0%
Speech Language Pathologists	40.0%	80.0%	0.0%

**Table 107.** Reasons for Retention Difficulties at Upstate New York Home Health Care Agencies, 2025

Occupation	Related Reasons for Retention Difficulties				
	Lack of flexible schedules	Left due to immigration status change	Left for better salary and Benefits	Left for better work life balance	Left for family commitments
Home Health Aides	0.0%	0.0%	100.0%	28.6%	42.9%
Personal Care Aides	0.0%	0.0%	100.0%	20.0%	20.0%
Registered Nurses (Associate-prepared)	0.0%	0.0%	83.3%	33.3%	33.3%
Registered Nurses (Baccalaureate-prepared)	0.0%	0.0%	85.7%	28.6%	28.6%

**Table 108.** Reasons for Retention Difficulties at Upstate New York Home Health Care Agencies, 2025

Occupation	Related Reasons for Retention Difficulties				
	Left for job outside of healthcare	Paperwork and regulatory burden	Retirement	Transportation issues	Work hours limited to protect safety net eligibility (Medicaid, food stamps, etc.)
Home Health Aides	57.1%	42.9%	14.3%	42.9%	57.1%
Personal Care Aides	40.0%	20.0%	20.0%	60.0%	60.0%
Registered Nurses (Associate-prepared)	0.0%	66.7%	16.7%	0.0%	16.7%
Registered Nurses (Baccalaureate-prepared)	0.0%	42.9%	28.6%	0.0%	14.3%

**d. Clinics**

**Table 109.** Percent of Respondents Who Indicated Recruitment and/or Retention Difficulties at Upstate New York Clinics, 2025

Occupation	Percent of Respondents Indicating Difficulty	
	Recruiting	Retaining
Community Health Workers	0.0%	0.0%
Credentialed Alcoholism and Substance Abuse Counselors (CASAC)	20.0%	0.0%
Dental Hygienists	66.7%	14.3%
Dentists	75.0%	12.5%
LCSW Social Workers	57.7%	26.1%
Licensed Mental Health Counselors	27.8%	15.8%
Licensed Practical Nurses	46.7%	26.9%
LMSW Social Workers	40.9%	25.0%
Nurse Practitioners (All other)	36.0%	4.2%
Nurse Practitioners (Behavioral Health)	20.0%	13.3%
Patient Care Managers	23.1%	0.0%
Pharmacists	0.0%	11.1%
Physician Assistants	25.0%	0.0%
Primary Care Physicians	90.9%	10.0%
Psychiatrists	85.7%	7.7%
Medical Assistants (Certified)	0.0%	10.0%
Pharmacy Technicians (Registered)	0.0%	16.7%
Registered Nurses (Associate-prepared)	54.5%	19.0%
Registered Nurses (Baccalaureate-prepared)	56.0%	20.0%

**Table 110.** Reasons for Recruitment Difficulties at Upstate New York Clinics, 2025

Occupation	Reasons for Recruitment Difficulties			
	Applicants not following up/skipping appointments (ghosting)	Candidates applying not qualified	Family care giving commitments	Shortage of workers/applicants
Dental Hygienists	12.5%	0.0%	25.0%	100.0%
Dentists	10.0%	20.0%	10.0%	90.0%
LCSW Social Workers	7.7%	15.4%	15.4%	100.0%
Licensed Mental Health Counselors	22.2%	22.2%	0.0%	77.8%
Licensed Practical Nurses	65.0%	20.0%	20.0%	55.0%
LMSW Social Workers	16.7%	25.0%	16.7%	91.7%
Nurse Practitioners (All other)	8.3%	16.7%	8.3%	83.3%
Nurse Practitioners (Behavioral Health)	0.0%	0.0%	11.1%	88.9%
Physician Assistants	0.0%	11.1%	11.1%	77.8%
Primary Care Physicians	6.3%	18.8%	12.5%	93.8%
Registered Nurses (Associate-prepared)	40.0%	20.0%	6.7%	80.0%
Registered Nurses (Baccalaureate-prepared)	25.0%	31.3%	6.3%	75.0%

**Table 111.** Reasons for Recruitment Difficulties at Upstate New York Clinics, 2025

Occupation	Reasons for Recruitment Difficulties			
	Location/ Transportation issues	Non competitive benefits	Non competitive salaries	Shortage of workers/applicants with specific language or cultural backgrounds
Dental Hygienists	50.0%	25.0%	50.0%	0.0%
Dentists	60.0%	20.0%	50.0%	0.0%
LCSW Social Workers	46.2%	23.1%	46.2%	15.4%
Licensed Mental Health Counselors	22.2%	0.0%	33.3%	33.3%
Licensed Practical Nurses	25.0%	20.0%	70.0%	0.0%
LMSW Social Workers	50.0%	25.0%	50.0%	8.3%
Nurse Practitioners (All other)	25.0%	25.0%	41.7%	16.7%
Nurse Practitioners (Behavioral Health)	44.4%	22.2%	22.2%	11.1%
Physician Assistants	33.3%	22.2%	22.2%	22.2%
Primary Care Physicians	37.5%	25.0%	50.0%	12.5%
Registered Nurses (Associate-prepared)	40.0%	26.7%	60.0%	6.7%
Registered Nurses (Baccalaureate-prepared)	37.5%	18.8%	50.0%	12.5%

**Table 112.** Reasons for Retention Difficulties at Upstate New York Clinics, 2025

Occupation	Reasons for Retention Difficulties			
	Career change	Left for better benefits	Left for better salary	Left for better work life balance
LCSW Social Workers	11.1%	33.3%	88.9%	44.4%
Licensed Mental Health Counselors	14.3%	42.9%	57.1%	42.9%
Licensed Practical Nurses	0.0%	44.4%	88.9%	33.3%
LMSW Social Workers	16.7%	66.7%	83.3%	50.0%
Physician Assistants	20.0%	20.0%	60.0%	100.0%
Primary Care Physicians	0.0%	40.0%	100.0%	80.0%
Registered Nurses (Associate-prepared)	9.1%	36.4%	81.8%	45.5%
Registered Nurses (Baccalaureate-prepared)	8.3%	25.0%	83.3%	58.3%
LCSW Social Workers	11.1%	33.3%	88.9%	44.4%

**Table 113.** Reasons for Retention Difficulties at Upstate New York Clinics, 2025

Occupation	Reasons for Retention Difficulties			
	Left for family commitments	Paperwork and regulatory requirements	Pay/hours limited to protect safety net eligibility (Medicaid, food stamps, etc.)	Retirement
LCSW Social Workers	22.2%	44.4%	0.0%	22.2%
Licensed Mental Health Counselors	28.6%	42.9%	0.0%	14.3%
Licensed Practical Nurses	33.3%	11.1%	22.2%	11.1%
LMSW Social Workers	33.3%	50.0%	0.0%	16.7%
Physician Assistants	40.0%	40.0%	0.0%	20.0%
Primary Care Physicians	60.0%	40.0%	0.0%	60.0%
Registered Nurses (Associate-prepared)	36.4%	27.3%	0.0%	9.1%
Registered Nurses (Baccalaureate-prepared)	25.0%	33.3%	0.0%	8.3%
LCSW Social Workers	22.2%	44.4%	0.0%	22.2%

## 5. Healthcare Workforce Production and Projected Need

### a. Graduations

**Table 114.** The Number of Graduations for Selected Healthcare Occupations in the Finger Lakes, 2020-2024

Occupational Program	School Year					Change Between 2020 and 2024	
	2020	2021	2022	2023	2024	Number	Percent
Audiologists & Speech Language Pathologists <sup>a</sup>	69	75	84	66	82	13	18.8%
Clinical Laboratory Technicians	7	9	8	7	11	4	57.1%
Clinical Laboratory Technologists	29	23	23	31	43	14	48.3%
Clinical Nutritionists	78	72	66	50	42	-36	-46.2%
Creative Arts Therapists <sup>b</sup>	34	29	24	22	28	-6	-17.6%
Dental Assistants	62	54	57	50	39	-23	-37.1%
Dental Hygienists	28	29	36	26	24	-4	-14.3%
Electrocardiograph Technologists and Technicians	12	22	18	12	16	4	33.3%
EMTs and Paramedics	37	18	25	40	40	3	8.1%
Healthcare Administrators	89	78	143	133	121	32	36.0%
License Practical Nurses (LPNs)	277	379	401	288	186	-91	-32.9%
Marriage and Family Therapists	9	10	10	9	10	1	11.1%
Medical Assistants	35	28	18	23	26	-9	-25.7%
Mental Health Counselors	54	51	53	73	85	31	57.4%
Nursing and Patient Care Aides and Assistants	0	0	62	40	0	0	N/A
Occupational Therapists	90	99	116	127	103	13	14.4%
Occupational Therapy Assistants	13	11	12	7	7	-6	-46.2%
Pharmacists	79	76	78	53	59	-20	-25.3%
Phlebotomists	30	112	62	102	0	-30	-100.0%
Physical Therapists	53	54	48	53	47	-6	-11.3%
Physical Therapy Assistants	29	22	19	18	20	-9	-31.0%
Physician Assistants	72	14	132	58	72	0	0.0%
Radiation Therapists	28	25	1	50	20	-8	-28.6%
Registered Nurses (RNs) <sup>c</sup>	901	783	884	895	822	-79	-8.8%
Registered Nurses with Advanced Education <sup>d</sup>	121	180	194	203	177	56	46.3%
Respiratory Therapy Assistants	19	16	17	22	21	2	10.5%
Social Workers <sup>e</sup>	430	380	396	396	287	-143	-33.3%
Substance Abuse/Addiction Counseling	35	47	38	50	37	2	5.7%
Surgical Technology/Technologist	28	16	15	15	15	-13	-46.4%

<sup>a</sup> Audiologists & speech-language pathologists include graduations in audiology, speech-language pathology, and communication sciences and disorders.

<sup>b</sup> Creative arts therapists include graduations in art therapy, dance therapy, and music therapy.

<sup>c</sup> Graduations of BSN completers, those RNs already holding RN diplomas or ADN degrees who obtained BSNs, are excluded from these counts.

<sup>d</sup> Registered nurses with advanced education include graduations or certificates in adult health nursing, clinical nurse specialist, critical care nursing, family practice nursing, geriatric nursing, maternal and child health nursing, palliative care nursing, pediatric nursing, perioperative/OR nursing, public health nursing, women's health nursing, and nursing practice.

<sup>e</sup> Social workers include graduations in social work and in clinical/medical social work.

Sources: Integrated Postsecondary Education Data System; NYS Education Department, and Excelsior College.

**b. Licenses**

**Table 115.** Number of Licensed Individuals in Selected Healthcare Professions in the Finger Lakes, 2021-2025

Occupation	2021	2022	2023	2024	2025	Change Between 2021 and 2025	
						Number	Percent
Clinical Laboratory Technicians	122	121	126	135	135	13	10.7%
Clinical Laboratory Technologists	830	815	831	808	818	-12	-1.4%
Dental Assistants	312	315	307	299	308	-4	-1.3%
Dental Hygienists	1,068	1,071	1,046	1,047	1,048	-20	-1.9%
Dietitians/Nutritionists	319	303	294	305	316	-3	-0.9%
Licensed Practical Nurses (LPNs)	6,482	6,491	6,610	6,618	6,431	-51	-0.8%
Nurse Practitioners <sup>a</sup>	2,238	2,322	2,547	2,588	2,834	596	26.6%
Occupational Therapists	877	906	940	956	987	110	12.5%
Occupational Therapy Assistants	210	220	211	216	209	-1	-0.5%
Pharmacists	1,394	1,439	1,441	1,493	1,513	119	8.5%
Pharmacy Technicians <sup>b</sup>	N/A	151	243	308	327	N/A	N/A
Physical Therapists	1,421	1,477	1,489	1,557	1,595	174	12.2%
Physical Therapist Assistants	401	408	397	394	388	-13	-3.2%
Physician Assistants	1,128	1,186	1,261	1,320	1,364	236	20.9%
Registered Nurses (RNs)	19,563	19,702	20,033	20,393	20,579	1,016	5.2%
Respiratory Therapists	400	407	417	418	417	17	4.3%
Social Workers <sup>c</sup>	2,760	2,846	2,997	3,078	3,258	498	18.0%
Speech-Language Pathologists	1,176	1,186	1,201	1,213	1,224	48	4.1%

<sup>a</sup> Nurse practitioners are licensed as registered nurses and are certified in 1 or more of 16 specialties.

<sup>b</sup> Registered pharmacy technicians were first licensed by New York State in 2021. Counts by county were not available in 2021.

<sup>c</sup> Social workers include both Licensed Clinical Social Workers and Licensed Master Social Workers.

Source: New York State Education Department, Office of Professions.

### c. Employment Projections

**Table 116.** Employment Projections for Selected Healthcare Occupations for the Finger Lakes, 2022–2032

Occupational Title	2022	2032	Change Between 2022 and 2032		Average Annual Openings <sup>a</sup>
			Number	Percent	
Audiologists	60	70	10	16.7%	1
Cardiovascular Technologists and Technicians	200	270	70	35.0%	27
Clinical Laboratory Technologists and Technicians	970	1,330	360	37.1%	106
Dental Assistants	1,200	1,510	310	25.8%	221
Dental Hygienists	1,350	1,690	340	25.2%	134
Diagnostic Medical Sonographers	390	590	200	51.3%	40
Dietetic Technicians	70	100	30	42.9%	13
Dietitians and Nutritionists	340	450	110	32.4%	31
Healthcare Social Workers	1,540	1,990	450	29.2%	195
Home Health and Personal Care Aides	17,080	22,800	5,720	33.5%	3,502
Licensed Practical and Licensed	3,820	4,710	890	23.3%	409
Magnetic Resonance Imaging Technologists	170	230	60	35.3%	16
Medical Assistants	1,540	2,080	540	35.1%	294
Medical Transcriptionists	100	100	0	0.0%	20
Medical and Health Services Managers	1,300	2,000	700	53.8%	190
Mental Health and Substance Abuse Social Workers	680	890	210	30.9%	81
Nuclear Medicine Technologists	60	80	20	33.3%	2
Nurse Anesthetists	100	150	50	50.0%	5
Nurse Practitioners	1,220	2,110	890	73.0%	169
Nursing Assistants	6,110	7,840	1,730	28.3%	1,163
Occupational Therapists	1,070	1,430	360	33.6%	106
Orderlies	240	330	90	37.5%	59
Pharmacists	1,000	1,200	200	20.0%	70
Pharmacy Aides	540	490	-50	(9.3%)	85
Pharmacy Technicians	1,280	1,380	100	7.8%	130
Phlebotomists	400	540	140	35.0%	74
Physical Therapist Assistants	470	710	240	51.1%	104
Physical Therapists	1,850	2,540	690	37.3%	149
Physician Assistants	1,220	2,010	790	64.8%	159
Psychiatric Aides	170	230	60	35.3%	36
Radiation Therapists	80	100	20	25.0%	2
Recreational Therapists	100	130	30	30.0%	3
Registered Nurses	12,610	16,870	4,260	33.8%	1,216
Respiratory Therapists	500	730	230	46.0%	53
Speech-Language Pathologists	1,610	2,350	740	46.0%	174

<sup>a</sup>Annual openings reflect creation of new positions in the occupation and replacement for those retiring or otherwise leaving the occupation. Source: NYS Department of Labor, Jobs in Demand/Projects, Long-Term Occupation Projections, 2022–2032.

## D. Hudson Valley

The Hudson Valley region includes the counties of Dutchess, Orange, Putnam, Rockland, Sullivan, Ulster, and Westchester.



### REGIONAL HIGHLIGHTS

#### Population and Healthcare Indicators

- The Hudson Valley region has a lower percentage of their population below 100% and below 200% of the federal poverty level compared to New York State.
- The Hudson Valley region has a higher percent of its population with a bachelor's degree or master's degree or higher than the state as a whole.

#### Healthcare Employment

- Overall, the number of jobs in healthcare settings in the Hudson Valley region grew between 2020 and 2024.
- Jobs in ambulatory care in the Hudson Valley region grew the fastest between 2020 and 2024.
- Jobs in nursing homes and residential care facilities decreased between 2020 and 2024.

#### Employer Demand Surveys

- RNs in downstate New York were among most difficult to recruit and retain across all healthcare settings.
- Hospitals in downstate New York also reported difficulty recruiting and retaining LPNs and respiratory therapists.
- Nursing homes and assisted living facilities in downstate New York, also reported difficulties recruiting and retaining LPNs and recruiting speech-language pathologists.
- Home Health Care Agencies in downstate New York also reported difficulties retaining home health and personal care aides.
- Clinics in downstate New York also reported difficulty recruiting and retaining LPNs.

#### Healthcare Production and Projected Workforce Need

- The number of licensed RNs increased in the Hudson Valley region by over 2,500 between 2021 and 2025.
- The number of licensed social workers and the number NPs increased in the Hudson Valley between 2021 and 2025 by 1,200 and 1,000, respectively.
- There are more than 8,800 projected average annual openings in the Hudson Valley region for home health and personal care aides, nearly 1,700 projected average annual openings for RNs and for nursing assistants.

## 1. Population and Healthcare Indicators

**Table 117.** Selected Population Characteristics for the Hudson Valley, 2019-2023

Population Characteristics	Regional		Percent of State's Population
	Number	Percent of Region's Population	
Total population	2,396,052	N/A	12.1%
Population under 100% FPL	256,167	11.0%	13.7%
Population under 200% FPL	528,845	22.6%	28.1%
Population aged birth to 17 years	541,317	22.6%	20.7%
Population aged 65 and older	413,957	17.3%	17.4%
Population female aged 15 to 44	441,914	18.4%	19.8%
Women aged 15 to 19 who had a birth in past 12 months <sup>a</sup>	335	0.4%	0.7%
Women aged 20 to 34 who had a birth in past 12 months <sup>a</sup>	18,821	8.9%	7.1%
Women aged 35 to 50 who had a birth in past 12 months <sup>a</sup>	11,316	4.7%	4.0%
Black/African American, non-Hispanic	253,831	10.6%	13.6%
Hispanic/Latino	529,579	22.1%	19.6%
Asian/Pacific Islander, non-Hispanic	108,817	4.5%	8.9%
American Indian/Native Alaskan, non-Hispanic	2,305	0.1%	0.2%
Two or more/other races	100,303	4.2%	4.3%
Population with less than a high school education <sup>b</sup>	166,655	10.2%	12.1%
Population with a high school diploma or equivalent <sup>b</sup>	618,407	37.8%	39.4%
Population with an associate degree <sup>b</sup>	133,358	8.1%	8.9%
Population with a bachelor's degree <sup>b</sup>	375,070	22.9%	22.0%
Population with a master's degree or higher <sup>b</sup>	343,553	21.0%	17.5%
Home ownership <sup>c</sup>	575,235	66.5%	54.3%

<sup>a</sup> Percent of births from women in that age group compared to total number of women in the age group.

<sup>b</sup> Education levels and rates are based on individuals aged 25 years and older.

<sup>c</sup> Percent of occupied housing units that are owner occupied.

FPL, federal poverty level; N/A, not applicable; mos., months.

Source: US Census, American Community Survey, 5-Year Estimates, 2019-2023.

**Table 118.** Selected Health Indicators for Hudson Valley, 2019-2022

Health Indicator	Region		Statewide	
	Number	Rate	Number	Rate
Total deaths, per 100,000	63,540	891.8	558,772	945.9
Deaths due to heart disease, per 100,000	14,815	207.9	133,573	226.1
Deaths due to all cancers, per 100,000	11,380	158.3	97,492	162.0
Deaths due to diabetes, per 100,000 <sup>1</sup>	1,449	20.3	14,939	25.3
Total births, per 1,000 females aged 15 to 44	82,261	62.7	624,349	53.3
Teen births, per 1,000 females aged 15 to 19	1,774	7.4	16,046	9.0
Low-birthweight births, as a percent of total births	4,437	5.6	40,644	6.8
Late/no prenatal care, as a percent of total births	4,070	5.1	34,417	5.6
Infant deaths, per 1,000 live births	281	3.4	2,609	4.2
Total hospitalizations, per 10,000	694,850	975.2	6,119,424	1,035.9
Total asthma hospitalizations, per 10,000	3,316	4.7	37,203	6.3
Rate of asthma hospitalizations, aged 25-44 per 10,000	590	3.4	5,683	3.6
Rate of asthma hospitalizations, aged 45-64 per 10,000	692	3.6	7,982	5.2
Pediatric asthma hospitalization, per 10,000	1,477	9.2	16,368	13.4
Diabetes hospitalizations, per 10,000 <sup>1</sup>	11,775	16.5	119,814	20.3
CLRD hospitalizations, per 10,000	9,373	13.2	97,438	16.5
Heart disease hospitalizations, per 10,000	16,437	23.1	150,131	25.4
Total ED visits, per 10,000	2,168,867	3,044.0	20,876,265	3,534.0

CLRD, chronic lower respiratory disease; ED, emergency department.

Source: New York State Community Health Indicator Reports.

<sup>1</sup>For those with a primary diagnosis of diabetes.

## 2. Healthcare Sector Employment

**Table 119.** Number of Healthcare Jobs in the Hudson Valley Region, by Setting, 2020–2024

Setting	2020	2021	2022	2023	2024	2020 to 2024 Change	
						Number	Percent
Hospitals	41,898	40,720	40,504	42,289	43,543	1,645	3.9%
Ambulatory care (excluding home health)	43,721	46,710	48,003	50,334	50,839	7,118	16.3%
Nursing home and residential care facilities	19,363	17,961	17,359	17,937	18,376	-987	-5.1%
Home healthcare	15,135	15,323	14,884	15,703	15,675	540	3.6%
<b>Total</b>	<b>120,117</b>	<b>120,714</b>	<b>120,750</b>	<b>126,263</b>	<b>128,433</b>	<b>8,316</b>	<b>6.9%</b>

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

### 3. Employment by Occupations

**Table 120.** Number of Jobs and Median Salary for Selected Healthcare Occupations in the Hudson Valley, 2024

Occupational Title	Number of Jobs	Median Salary
Audiologists	N/A	\$101,837
Cardiovascular Technologists and Technicians	310	\$91,347
Clinical Laboratory Technologists and Technicians	1,540	\$97,091
Dental Assistants	2,590	\$48,736
Dental Hygienists	1,330	\$101,137
Diagnostic Medical Sonographers	740	\$103,531
Dietitians and Nutritionists	570	\$82,116
Emergency Medical Technicians	1,580	\$46,113
Healthcare Social Workers	2,220	\$67,587
Home Health & Personal Care Aides	44,440	\$38,444
Licensed Practical and Licensed Vocational Nurses	4,520	\$68,298
Magnetic Resonance Imaging Technologists	340	\$105,111
Medical and Health Services Managers	2,880	\$151,747
Medical Assistants	4,290	\$47,509
Medical Records Specialists	890	\$61,649
Medical Secretaries	3,810	\$48,927
Medical Transcriptionists	1,150	\$35,475
Mental Health and Substance Abuse Social Workers	1,510	\$84,372
Nuclear Medicine Technologists	100	\$111,954
Nurse Midwives	N/A	\$142,448
Nurse Practitioners	1,880	\$155,747
Nursing Assistants	8,810	\$48,386
Occupational Therapists	1,450	\$100,556
Occupational Therapy Aides	N/A	\$47,380
Occupational Therapy Assistants	450	\$66,993
Orderlies	330	\$44,696
Paramedics	770	\$68,487
Pharmacists	2,060	\$143,026
Pharmacy Aides	330	\$38,248
Pharmacy Technicians	2,600	\$40,311
Phlebotomists	600	\$51,457
Physical Therapist Aides	650	\$35,651
Physical Therapist Assistants	500	\$67,055
Physical Therapists	2,040	\$105,296
Physician Assistants	1,710	\$157,748
Psychiatric Aides	910	\$54,429
Psychiatric Technicians	260	\$51,493
Radiation Therapists	100	\$134,244
Radiologic Technologists	1,580	\$96,344
Recreational Therapists	190	\$65,626
Registered Nurses	20,600	\$110,328
Respiratory Therapists	740	\$107,906
Speech-Language Pathologists	2,130	\$121,920
Surgical Technologists	530	\$80,287

N/A, not available.

Source: NYS Department of Labor, Employment Statistics, Occupational Wage and Employment Estimates (OES).

#### 4. Employer Demand Surveys

##### a. Hospitals

**Table 121.** Percent of Respondents Who Indicated Recruitment and/or Retention Difficulties at Downstate New York Hospitals, 2025

Occupations	Percent of Respondents Indicating Difficulty	
	Recruiting	Retaining
Certified Nurse Aides/Nurse Aides/Patient Care Techs	0.0%	33.3%
Clinical Laboratory Technicians	25.0%	14.3%
Clinical Laboratory Technologists	54.5%	0.0%
Community Health Workers	0.0%	0.0%
Credentialed Alcoholism and Substance Abuse Counselors (CASAC)	60.0%	0.0%
Licensed Mental Health Counselors	28.6%	20.0%
Licensed Practical Nurses	66.7%	28.6%
Medical Assistants (Certified)	22.2%	0.0%
Nurse Practitioners (All other)	0.0%	0.0%
Nurse Practitioners (Behavioral Health)	42.9%	10.0%
Pharmacists	9.1%	0.0%
Pharmacy Technicians (Registered)	10.0%	0.0%
Physician Assistants	0.0%	0.0%
Registered Nurses (Associate-prepared)	20.0%	40.0%
Registered Nurses (Baccalaureate-prepared)	16.7%	50.0%
Respiratory Therapists	50.0%	0.0%
Social Workers -- LCSWs	28.6%	28.6%
Social Workers -- LMSWs	22.2%	12.5%
Surgical Technicians	60.0%	30.0%

**Table 122.** Reasons for Recruitment Difficulties at Downstate New York Hospitals, 2025

Occupations	Reasons For Recruitment Difficulties					
	Candidates applying not qualified	Shortage of workers/applicants	Location/Transportation issues	Non competitive benefits	Non competitive salaries	Applicants not following up/skipping appointments (ghosting)
Clinical Laboratory Technicians	33.3%	83.3%	16.7%	0.0%	0.0%	0.0%
Clinical Laboratory Technologists	10.0%	90.0%	0.0%	0.0%	0.0%	0.0%
Pharmacists	42.9%	57.1%	0.0%	0.0%	14.3%	0.0%
Respiratory Therapists	0.0%	85.7%	0.0%	0.0%	42.9%	0.0%
Social Workers -- LMSWs	0.0%	60.0%	0.0%	0.0%	20.0%	0.0%
Surgical Technicians	22.2%	66.7%	0.0%	0.0%	55.6%	0.0%

**Table 123.** Reasons for Retention Difficulties at Downstate New York Hospitals, 2025

Occupations	Reasons For Retention Difficulties					
	Career change	Left for better benefits	Left for better salary	Left for better work life balance	Left for family commitments	Retirement
Certified Nurse Aides/Nurse Aides/Patient Care Techs	75.0%	12.5%	37.5%	25.0%	62.5%	50.0%
Registered Nurses (Associate-prepared)	100.0%	33.3%	33.3%	50.0%	66.7%	50.0%
Registered Nurses (Baccalaureate-prepared)	87.5%	25.0%	75.0%	50.0%	75.0%	25.0%

**b. Nursing Homes and Adult Care Facilities**

**Table 124.** Percent of Respondents Who Indicated Recruitment and/or Retention Difficulties at Downstate New York Nursing Homes and Adult Care Facilities, 2025

Occupation	Percent of Respondents Indicating Difficulty	
	Recruiting	Retaining
Certified Nurse Aides/Nurse Aides/Patient Care Techs	31.3%	25.0%
Dietitians/Nutritionists	33.3%	12.5%
Home Health Aides	33.3%	11.1%
Licensed Practical Nurses	68.2%	33.3%
MDS Coordinators	41.7%	7.7%
Nurse Aide Trainees	0.0%	66.7%
Nurse Practitioners (All other)	0.0%	0.0%
Occupational Therapists	42.9%	0.0%
Occupational Therapy Assistants	33.3%	0.0%
Patient Care Managers	20.0%	0.0%
Personal Care Aides	40.0%	30.0%
Physical Therapy Assistants	57.1%	0.0%
Physician Assistants	54.5%	0.0%
Registered Nurses (Associate-prepared)	60.0%	13.3%
Registered Nurses (Baccalaureate prepared)	65.0%	10.5%
Residential Care Aides (ACF/ALR)	33.3%	22.2%
Social Workers - BSWs	45.5%	8.3%
Social Workers - LCSWs	20.0%	20.0%
Social Workers - LMSWs	25.0%	12.5%
Speech Language Pathologists	61.5%	7.7%

**Table 125.** Reasons for Recruitment Difficulties at Downstate New York Nursing Homes and Adult Care Facilities, 2025

Occupation	Reasons for Recruitment Difficulties				
	Applicants failed/ refused background checks/ drug tests	Applicants not following up/skipping appointments (ghosting)	Candidates applying not qualified	Family care giving commitments	Shortage of workers/applicants
Certified Nurse Aides/Nurse Aides/Patient Care Techs	9.1%	54.5%	63.6%	18.2%	63.6%
Dietitians/Nutritionists	0.0%	25.0%	25.0%	0.0%	87.5%
Licensed Practical Nurses	0.0%	41.2%	29.4%	5.9%	82.4%
Occupational Therapists	0.0%	14.3%	0.0%	0.0%	85.7%
Occupational Therapy Assistants	0.0%	0.0%	16.7%	16.7%	83.3%
Physical Therapy Assistants	0.0%	16.7%	0.0%	0.0%	66.7%
Physician Assistants	0.0%	0.0%	0.0%	0.0%	0.0%
Registered Nurses (Associate-prepared)	0.0%	38.5%	23.1%	15.4%	84.6%
Registered Nurses (Baccalaureate prepared)	0.0%	36.4%	9.1%	18.2%	81.8%
Respiratory Therapists	0.0%	16.7%	16.7%	0.0%	66.7%
Social Workers - LMSWs	0.0%	20.0%	40.0%	20.0%	80.0%
Speech Language Pathologists	0.0%	20.0%	0.0%	0.0%	60.0%

**Table 126.** Reasons for Recruitment Difficulties at Downstate New York Nursing Homes and Adult Care Facilities, 2025

Occupation	Reasons for Recruitment Difficulties			
	Location/ Transportation issues	Non competitive benefits	Non competitive salaries	Shortage of workers/applicants with specific language or cultural backgrounds
Certified Nurse Aides/Nurse Aides/Patient Care Techs	27.3%	9.1%	54.5%	0.0%
Dietitians/Nutritionists	12.5%	0.0%	87.5%	0.0%
Licensed Practical Nurses	11.8%	11.8%	58.8%	0.0%
Occupational Therapists	28.6%	14.3%	28.6%	0.0%
Occupational Therapy Assistants	16.7%	0.0%	50.0%	0.0%
Physical Therapy Assistants	16.7%	0.0%	16.7%	16.7%
Physician Assistants	0.0%	0.0%	0.0%	0.0%
Registered Nurses (Associate-prepared)	30.8%	15.4%	38.5%	7.7%
Registered Nurses (Baccalaureate prepared)	36.4%	0.0%	27.3%	0.0%
Respiratory Therapists	0.0%	16.7%	83.3%	0.0%
Social Workers - LMSWs	20.0%	0.0%	40.0%	0.0%
Speech Language Pathologists	40.0%	0.0%	20.0%	20.0%

**Table 127.** Reasons for Retention Difficulties at Downstate New York Nursing Homes and Assisted Living Facilities, 2025

Occupation	Reasons for Retention Difficulties				
	Career change	Left due to immigration status change	Left for better benefits	Left for better salary	Left for better work life balance
Certified Nurse Aides/Nurse Aides/Patient Care Techs	45.5%	18.2%	54.5%	81.8%	63.6%
Licensed Practical Nurses	41.7%	0.0%	58.3%	83.3%	58.3%
Registered Nurses (Associate- prepared)	20.0%	10.0%	70.0%	80.0%	80.0%
Registered Nurses (Baccalaureate prepared)	11.1%	11.1%	66.7%	66.7%	88.9%

**Table 128.** Reasons for Retention Difficulties at New York State Nursing Homes and Assisted Living Facilities, 2025

Occupation	Reasons for Retention Difficulties				
	Left for family commitments	Paperwork and regulatory requirements	Pay/hours limited to protect safety net eligibility (Medicaid, food stamps, etc.)	Retirement	Terminated for cause
Certified Nurse Aides/Nurse Aides/Patient Care Techs	36.4%	36.4%	27.3%	54.5%	36.4%
Licensed Practical Nurses	33.3%	33.3%	16.7%	33.3%	33.3%
Registered Nurses (Associate-prepared)	30.0%	20.0%	0.0%	30.0%	30.0%
Registered Nurses (Baccalaureate prepared)	22.2%	22.2%	0.0%	33.3%	33.3%

### c. Home Healthcare

**Table 129.** Percent of Respondents Who Indicated Recruitment and/or Retention Difficulties at Downstate New York Home Health Care Agencies, 2025

Occupation	Percent of Respondents Indicating Difficulty	
	Recruiting	Retaining
Home Health Aides	10.00%	25.0%
Personal Care Aides	0.00%	18.8%
Registered Nurses (Associate-prepared)	60.00%	50.0%
Registered Nurses (Baccalaureate-prepared)	66.67%	38.9%

**Table 130.** Reasons for Recruitment Difficulties at Downstate New York Home Health Care Agencies, 2025

Occupation	Reasons for Recruitment Difficulties		
	Applicants failed or refused background check or drug test	Location/ Transportation issues	Non competitive benefits
Registered Nurses (Baccalaureate-prepared)	0.0%	14.3%	14.3%

**Table 131.** Reasons for Recruitment Difficulties at Downstate New York Home Healthcare Agencies, 2025

Occupation	Reasons for Recruitment Difficulties		
	Non competitive salaries	Shortage of workers/applicants	Shortage of workers/applicants with specific language or cultural backgrounds
Registered Nurses (Baccalaureate-prepared)	57.1%	85.7%	28.6%

**Table 132.** Reasons for Retention Difficulties at Downstate New York Home Health Care Agencies, 2025

Occupation	Related Reasons for Retention Difficulties				
	Lack of flexible schedules	Left due to immigration status change	Left for better salary and Benefits	Left for better work life balance	Left for family commitments
Home Health Aides	60.0%	40.0%	100.0%	40.0%	40.0%
Registered Nurses (Associate-prepared)	20.0%	0.0%	80.0%	40.0%	0.0%
Registered Nurses (Baccalaureate-prepared)	42.9%	0.0%	71.4%	14.3%	0.0%

**Table 133.** Reasons for Retention Difficulties at Downstate New York Home Health Care Agencies, 2025

Occupation	Related Reasons for Retention Difficulties				
	Left for job outside of healthcare	Paperwork and regulatory burden	Retirement	Transportation issues	Work hours limited to protect safety net eligibility (Medicaid, food stamps, etc.)
Home Health Aides	40.0%	0.0%	20.0%	40.0%	60.0%
Registered Nurses (Associate-prepared)	0.0%	60.0%	0.0%	20.0%	20.0%
Registered Nurses (Baccalaureate-prepared)	0.0%	57.1%	0.0%	14.3%	28.6%

**d. Clinics**

**Table 134.** Percent of Respondents Who Indicated Recruitment and/or Retention Difficulties at Downstate New York Clinics, 2025

Occupation	Percent of Respondents Indicating Difficulty	
	Recruiting	Retaining
Credentialed Alcoholism and Substance Abuse Counselors (CASAC)	0.0%	0.0%
Dentists	33.3%	0.0%
LCSW Social Workers	50.0%	33.3%
Licensed Practical Nurses	50.0%	16.7%
LMSW Social Workers	28.6%	33.3%
Nurse Practitioners (All other)	28.6%	0.0%
Nurse Practitioners (Behavioral Health)	0.0%	0.0%
Primary Care Physicians	83.3%	0.0%
Psychiatrists	100.0%	12.5%
Medical Assistants (Certified)	0.0%	0.0%
Registered Nurses (Associate-prepared)	40.0%	20.0%
Registered Nurses (Baccalaureate-prepared)	50.0%	14.3%

**Table 135.** Reasons for Recruitment Difficulties at Downstate New York Clinics, 2025

Occupation	Reasons for Recruitment Difficulties			
	Applicants not following up/skipping appointments (ghosting)	Candidates applying not qualified	Family care giving commitments	Shortage of workers/applicants
LCSW Social Workers	16.7%	50.0%	83.3%	33.3%
Licensed Practical Nurses	16.7%	0.0%	66.7%	16.7%
Primary Care Physicians	0.0%	0.0%	66.7%	16.7%
Psychiatrists	0.0%	0.0%	75.0%	12.5%
Registered Nurses (Baccalaureate-prepared)	0.0%	0.0%	60.0%	20.0%

**Table 136.** Reasons for Recruitment Difficulties at Downstate New York Clinics, 2025

Occupation	Reasons for Recruitment Difficulties			
	Location/ Transportation issues	Non competitive benefits	Non competitive salaries	Shortage of workers/applicants with specific language or cultural backgrounds
LCSW Social Workers	0.0%	33.3%	83.3%	33.3%
Licensed Practical Nurses	0.0%	50.0%	83.3%	16.7%
Primary Care Physicians	0.0%	50.0%	83.3%	33.3%
Psychiatrists	0.0%	25.0%	50.0%	25.0%
Registered Nurses (Baccalaureate-prepared)	0.0%	60.0%	60.0%	0.0%

**Table 137.** Reasons for Retention Difficulties at Downstate New York Clinics, 2025

Occupation	Reasons for Retention Difficulties			
	Career change	Left for better benefits	Left for better salary	Left for better work life balance
LCSW Social Workers	8.3%	33.3%	91.7%	50.0%
Licensed Mental Health Counselors	14.3%	42.9%	57.1%	42.9%
Licensed Practical Nurses	0.0%	41.7%	91.7%	33.3%
LMSW Social Workers	12.5%	62.5%	87.5%	50.0%
Nurse Practitioners (Behavioral Health)	0.0%	0.0%	66.7%	33.3%
Physician Assistants	16.7%	33.3%	66.7%	83.3%
Primary Care Physicians	0.0%	37.5%	87.5%	75.0%
Registered Nurses (Associate-prepared)	7.7%	46.2%	84.6%	38.5%
Registered Nurses (Baccalaureate-prepared)	7.1%	35.7%	85.7%	50.0%

**Table 138.** Reasons for Retention Difficulties at Downstate New York Clinics, 2025

Occupation	Reasons for Retention Difficulties			
	Left for family commitments	Paperwork and regulatory requirements	Pay/hours limited to protect safety net eligibility (Medicaid, food stamps, etc.)	Retirement
LCSW Social Workers	16.7%	33.3%	0.0%	16.7%
Licensed Mental Health Counselors	28.6%	42.9%	0.0%	14.3%
Licensed Practical Nurses	25.0%	8.3%	16.7%	8.3%
LMSW Social Workers	25.0%	37.5%	0.0%	12.5%
Nurse Practitioners (Behavioral Health)	33.3%	33.3%	0.0%	0.0%
Physician Assistants	33.3%	33.3%	0.0%	16.7%
Primary Care Physicians	50.0%	25.0%	0.0%	50.0%
Registered Nurses (Associate-prepared)	30.8%	23.1%	7.7%	7.7%
Registered Nurses (Baccalaureate-prepared)	21.4%	28.6%	7.1%	7.1%

## 5. Healthcare Workforce Production and Projected Need

### a. Graduations

**Table 139.** The Number of Graduations for Selected Healthcare Occupations in the Hudson Valley, 2020-2024

Occupational Program	School Year					Change Between 2020 and 2024	
	2020	2021	2022	2023	2024	Number	Percent
Audiologists & Speech Language Pathologists <sup>a</sup>	288	246	258	291	242	-46	-16.0%
Clinical Laboratory Technicians	20	15	29	18	27	7	35.0%
Clinical Laboratory Technologists	34	35	31	47	36	2	5.9%
Creative Arts Therapists <sup>b</sup>	39	38	24	24	17	-22	-56.4%
Dental Assistants	43	88	98	118	106	63	146.5%
Dental Hygienists	16	20	0	40	17	1	6.3%
EMTs and Paramedics	23	46	33	43	34	11	47.8%
Healthcare Administrators	121	111	119	104	98	-23	-19.0%
License Practical Nurses (LPNs)	245	210	129	122	115	-130	-53.1%
Marriage and Family Therapists	31	26	23	26	24	-7	-22.6%
Medical Assistants	74	82	110	115	94	20	27.0%
Mental Health Counselors	75	89	72	62	81	6	8.0%
Occupational Therapists	97	105	102	77	85	-12	-12.4%
Occupational Therapy Assistants	81	37	67	79	53	-28	-34.6%
Phlebotomists	22	22	46	44	22	0	N/A
Physical Therapists	175	159	155	157	152	-23	-13.1%
Physical Therapy Assistants	16	15	16	15	12	-4	-25.0%
Physician Assistants	112	103	113	96	104	-8	-7.1%
Radiation Therapists	38	37	38	34	34	-4	-10.5%
Radiologic Technologists	23	28	0	13	7	-16	-69.6%
Recreational Therapists	6	5	3	6	2	-4	-66.7%
Registered Nurses (RNs) <sup>c</sup>	919	1,144	1,305	1,222	1,107	188	20.5%
Registered Nurses with Advanced Education <sup>d</sup>	83	119	148	127	112	29	34.9%
Respiratory Therapists	33	24	33	25	28	-5	-15.2%
Social Workers <sup>e</sup>	150	131	73	72	78	-72	-48.0%
Substance Abuse/Addiction Counseling	17	16	21	7	4	-13	-76.5%
Surgical Technology/Technologist	16	0	19	0	0	-16	-100.0%

<sup>a</sup> Audiologists & speech-language pathologists include graduations in audiology, speech-language pathology, and communication sciences and disorders.

<sup>b</sup> Creative arts therapists include graduations in art therapy, dance therapy, and music therapy.

<sup>c</sup> Graduations of BSN completers, those RNs already holding RN diplomas or ADN degrees who obtained BSNs, are excluded from these counts.

<sup>d</sup> Registered nurses with advanced education include graduations or certificates in adult health nursing, clinical nurse specialist, critical care nursing, family practice nursing, geriatric nursing, maternal and child health nursing, palliative care nursing, pediatric nursing, perioperative/OR nursing, public health nursing, women's health nursing, and nursing practice.

<sup>e</sup> Social workers include graduations in social work and in clinical/medical social work.

Sources: Integrated Postsecondary Education Data System; NYS Education Department, and Excelsior College.

**b. Licenses**

**Table 140.** Number of Licensed Individuals in Selected Healthcare Professions in the Hudson Valley, 2021-2025

Occupation	2021	2022	2023	2024	2025	Change Between 2019 and 2023	
						Number	Percent
Clinical Laboratory Technicians	244	245	245	274	275	31	12.7%
Clinical Laboratory Technologists	1,240	1,217	1,211	1,207	1,206	-34	-2.7%
Dental Assistants	135	131	123	114	113	-22	-16.3%
Dental Hygienists	1,271	1,281	1,281	1,291	1,296	25	2.0%
Dietitians/Nutritionists	844	845	840	873	890	46	5.5%
Licensed Practical Nurses (LPNs)	7,493	7,431	7,240	7,166	6,766	-727	-9.7%
Nurse Practitioners <sup>a</sup>	3,589	3,719	4,137	4,221	4,670	1,081	30.1%
Occupational Therapists	1,889	1,933	2,024	2,091	2,136	247	13.1%
Occupational Therapy Assistants	970	992	1,000	973	942	-28	-2.9%
Pharmacists	2,191	2,208	2,153	2,172	2,162	-29	-1.3%
Pharmacy Technicians <sup>b</sup>	N/A	277	446	545	605	N/A	N/A
Physical Therapists	2,914	2,995	3,022	3,103	3,160	246	8.4%
Physical Therapist Assistants	620	630	625	622	623	3	0.5%
Physician Assistants	1,508	1,580	1,706	1,777	1,857	349	23.1%
Registered Nurses (RNs)	36,398	36,885	37,459	38,340	38,960	2,562	7.0%
Respiratory Therapists	746	756	760	761	773	27	3.6%
Social Workers <sup>c</sup>	8,287	8,540	8,903	9,172	9,484	1,197	14.4%
Speech-Language Pathologists	2,817	2,866	2,961	3,063	3,198	381	13.5%

<sup>a</sup> Nurse practitioners are licensed as registered nurses and are certified in 1 or more of 16 specialties.

<sup>b</sup> Registered pharmacy technicians were first licensed by New York State in 2021. Counts by county were not available in 2021.

<sup>c</sup> Social workers include both Licensed Clinical Social Workers and Licensed Master Social Workers.

Source: New York State Education Department, Office of Professions.

### c. Employment Projections

**Table 141.** Employment Projections for Selected Healthcare Occupations for the Hudson Valley, 2022-2032

Occupational Title	2022	2032	Change Between 2022 and 2032		Average Annual Openings <sup>a</sup>
			Number	Percent	
Cardiovascular Technologists and Technicians	340	430	90	26.5%	29
Clinical Laboratory Technologists and Technicians	1,550	1,900	350	22.6%	145
Dental Assistants	2,880	3,600	720	25.0%	512
Dental Hygienists	1,290	1,610	320	24.8%	122
Diagnostic Medical Sonographers	830	1,140	310	37.3%	81
Dietitians and Nutritionists	650	790	140	21.5%	64
Healthcare Social Workers	2,410	3,050	640	26.6%	294
Home Health and Personal Care Aides	42,790	57,390	14,600	34.1%	8,810
Licensed Practical and Licensed Vocational Nurses	4,920	5,770	850	17.3%	495
Magnetic Resonance Imaging Technologists	270	370	100	37.0%	30
Medical Assistants	5,070	6,750	1,680	33.1%	928
Medical Transcriptionists	1,120	1,240	120	10.7%	212
Medical and Health Services Managers	3,100	4,620	1,520	49.0%	422
Mental Health and Substance Abuse Social Workers	2,750	3,690	940	34.2%	314
Nuclear Medicine Technologists	110	130	20	18.2%	2
Nurse Anesthetists	180	220	40	22.2%	4
Nurse Practitioners	1,810	3,000	1,190	65.7%	219
Nursing Assistants	9,400	11,390	1,990	21.2%	1,669
Occupational Therapists	2,070	2,800	730	35.3%	203
Orderlies	340	420	80	23.5%	58
Pharmacists	2,020	2,220	200	9.9%	100
Pharmacy Aides	300	300	0	0.0%	50
Pharmacy Technicians	2,090	2,150	60	2.9%	196
Phlebotomists	900	1,140	240	26.7%	154
Physical Therapist Assistants	1,090	1,620	530	48.6%	243
Physical Therapists	5,720	7,930	2,210	38.6%	491
Physician Assistants	1,040	1,600	560	53.8%	126
Psychiatric Aides	940	1,110	170	18.1%	167
Psychiatric Technicians	430	600	170	39.5%	57
Radiation Therapists	150	180	30	20.0%	3
Recreational Therapists	230	290	60	26.1%	26
Registered Nurses	19,660	24,480	4,820	24.5%	1,662
Respiratory Therapists	830	1,120	290	34.9%	79
Speech-Language Pathologists	3,870	5,750	1,880	48.6%	438

<sup>a</sup>Annual openings reflect creation of new positions in the occupation and replacement for those retiring or otherwise leaving the occupation.

Source: NYS Department of Labor, Jobs in Demand/Projects, Long-Term Occupation Projections, 2022-2032.

## E. Long Island

The Long Island region includes the counties of Nassau and Suffolk.



### REGIONAL HIGHLIGHTS

#### Population and Healthcare Indicators

- The Long Island region has significantly less poverty than the state as a whole.
- The Long Island region has a slightly higher percentage of its population, 25 and older with an associate degree or higher.
- The rates of heart disease deaths and of heart disease hospitalizations are higher in the Long Island region than in the state as a whole.

#### Healthcare Employment

- Overall, the number of jobs in healthcare settings in the Long Island region increased between 2020 and 2024, with jobs in ambulatory increasing by over 20% during that time period.

#### Employer Demand Surveys

- RNs in downstate New York region were among most difficult to recruit and retain across all healthcare settings.
- Hospitals in downstate New York also reported difficulty recruiting and retaining LPNs and respiratory therapists.
- Nursing homes and assisted living facilities in downstate New York, also reported difficulties recruiting and retaining LPNs and recruiting speech-language pathologists.
- Home Health Care Agencies in downstate New York also reported difficulties retaining home health and personal care aides.
- Clinics in downstate New York also reported difficulty recruiting and retaining LPNs.

#### Healthcare Production and Projected Workforce Need

- The number of licensed RNs in the Long Island region increased by nearly 5,800 between 2021 and 2025.
- There are over 9,500 projected average annual openings between 2022 and 2032 in the Long Island region for home health and personal care aides, nearly 2,800 projected average annual openings for RNs, and almost 2,700 projected average annual openings for nursing assistants.

## 1. Population and Healthcare Indicators

**Table 142.** Selected Population Characteristics for Long Island, 2019-2023

Population Characteristics	Regional		Percent of State's Population
	Number	Percent of Region's Population	
Total population	2,913,818	N/A	14.7%
Population under 100% FPL	168,262	5.9%	13.7%
Population under 200% FPL	406,206	14.2%	28.1%
Population aged birth to 17 years	619,463	21.3%	20.7%
Population aged 65 and older	519,821	17.8%	17.4%
Population female aged 15 to 44	526,198	18.1%	19.8%
Women aged 15 to 19 who had a birth in past 12 months <sup>a</sup>	656	0.7%	0.7%
Women aged 20 to 34 who had a birth in past 12 months <sup>a</sup>	19,204	7.4%	7.1%
Women aged 35 to 50 who had a birth in past 12 months <sup>a</sup>	13,222	4.6%	4.0%
Black/African American, non-Hispanic	255,472	8.8%	13.6%
Hispanic/Latino	595,382	20.4%	19.6%
Asian/Pacific Islander, non-Hispanic	224,149	7.7%	8.9%
American Indian/Native Alaskan, non-Hispanic	3,133	0.1%	0.2%
Two or more/other races	103,780	3.6%	4.3%
Population with less than a high school education <sup>b</sup>	178,200	8.7%	12.1%
Population with a high school diploma or equivalent <sup>b</sup>	782,596	38.3%	39.4%
Population with an associate degree <sup>b</sup>	181,394	8.9%	8.9%
Population with a bachelor's degree <sup>b</sup>	487,244	23.9%	22.0%
Population with a master's degree or higher <sup>b</sup>	412,916	20.2%	17.5%
Home ownership <sup>c</sup>	793,296	81.9%	54.3%

<sup>a</sup> Percent of births from women in that age group compared to total number of women in the age group.

<sup>b</sup> Education levels and rates are based on individuals aged 25 years and older.

<sup>c</sup> Percent of occupied housing units that are owner occupied.

FPL, federal poverty level; N/A, not applicable; mos., months.

Source: US Census, American Community Survey, 5-Year Estimates, 2019-2023.

**Table 143.** Selected Health Indicators for Long Island, 2019-2022

Health Indicator	Region		Statewide	
	Number	Rate	Number	Rate
Total deaths, per 100,000	81,730	941.7	558,772	945.9
Deaths due to heart disease, per 100,000	21,077	242.9	133,573	226.1
Deaths due to all cancers, per 100,000	14,592	166.7	97,492	162.0
Deaths due to diabetes, per 100,000	1,681	19.4	14,939	25.3
Total births, per 1,000 females aged 15 to 44	87,965	56.1	624,349	53.3
Teen births, per 1,000 females aged 15 to 19	1,655	6.1	16,046	9.0
Low-birthweight births, as a percent of total births	5,516	6.5	40,644	6.8
Late/no prenatal care, as a percent of total births	3,093	3.6	34,417	5.6
Infant deaths, per 1,000 live births	291	3.3	2,609	4.2
Total hospitalizations, per 10,000	968,779	1,116.3	6,119,424	1,035.9
Total asthma hospitalizations, per 10,000	3,919	4.5	37,203	6.3
Rate of asthma hospitalizations, aged 25-44 per 10,000	602	2.9	5,683	3.6
Rate of asthma hospitalizations, aged 45-64 per 10,000	851	3.5	7,982	5.2
Pediatric asthma hospitalization, per 10,000	1,678	9.1	16,368	13.4
Diabetes hospitalizations, per 10,000	14,673	16.9	119,814	20.3
CLRD hospitalizations, per 10,000	11,847	13.7	97,438	16.5
Heart disease hospitalizations, per 10,000	26,780	30.9	150,131	25.4
Total ED visits, per 10,000	2,637,599	3,039.2	20,876,265	3,534.0

CLRD, chronic lower respiratory disease; ED, emergency department.

Source: New York State Community Health Indicator Reports.

<sup>1</sup>For those with a primary diagnosis of diabetes.

## 2. Healthcare Sector Employment

**Table 144.** Number of Healthcare Jobs in the Long Island Region, by Setting, 2020–2024

Setting	2020	2021	2022	2023	2024	2020 to 2024 Change	
						Number	Percent
Hospitals	76,195	77,308	76,301	68,887	79,305	3,110	4.1%
Ambulatory care (excluding home health)	63,302	68,361	71,788	77,573	78,022	14,720	23.3%
Nursing home and residential care facilities	23,492	22,227	22,089	22,340	23,715	223	0.9%
Home healthcare	23,112	23,908	24,976	29,219	25,973	2,861	12.4%
<b>Total</b>	<b>186,101</b>	<b>191,804</b>	<b>195,154</b>	<b>198,019</b>	<b>207,015</b>	<b>20,914</b>	<b>11.2%</b>

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

### 3. Employment by Occupations

**Table 145.** Number of Jobs and Median Salary for Selected Healthcare Occupations on Long Island, 2024

Occupational Title	Number of Jobs	Median Salary
Audiologists	N/A	\$102,538
Cardiovascular Technologists and Technicians	630	\$103,930
Clinical Laboratory Technologists and Technicians	3,110	\$105,310
Dental Assistants	3,620	\$48,593
Dental Hygienists	1,690	\$109,836
Diagnostic Medical Sonographers	1,460	\$109,200
Dietetic Technicians	330	\$55,476
Dietitians and Nutritionists	860	\$87,523
Emergency Medical Technicians	1,920	\$47,654
Healthcare Social Workers	2,380	\$75,069
Home Health & Personal Care Aides	44,770	\$39,183
Licensed Practical and Licensed Vocational Nurses	5,190	\$73,289
Magnetic Resonance Imaging Technologists	470	\$112,884
Medical and Health Services Managers	5,110	\$168,441
Medical Assistants	8,550	\$48,746
Medical Records Specialists	1,680	\$70,911
Medical Secretaries	4,590	\$50,995
Medical Transcriptionists	830	\$44,606
Mental Health and Substance Abuse Social Workers	1,900	\$91,479
Nuclear Medicine Technologists	180	\$121,434
Nurse Anesthetists	130	\$202,410
Nurse Midwives	N/A	\$147,134
Nurse Practitioners	3,200	\$169,135
Nursing Assistants	13,210	\$51,010
Occupational Therapists	1,840	\$107,274
Occupational Therapy Assistants	480	\$68,726
Orderlies	690	\$50,845
Paramedics	1,060	\$75,102
Pharmacists	2,970	\$145,310
Pharmacy Aides	360	\$38,248
Pharmacy Technicians	3,810	\$45,626
Phlebotomists	1,070	\$58,932
Physical Therapist Aides	1,070	\$36,302
Physical Therapist Assistants	830	\$72,393
Physical Therapists	3,030	\$108,297
Physician Assistants	3,810	\$174,965
Psychiatric Aides	590	\$51,986
Radiation Therapists	200	\$139,028
Radiologic Technologists	2,620	\$103,623
Recreational Therapists	180	\$65,605
Registered Nurses	30,130	\$128,391
Respiratory Therapists	1,080	\$115,760
Speech-Language Pathologists	3,200	\$133,014
Surgical Technologists	1,020	\$82,671

N/A, not available.

Source: NYS Department of Labor, Employment Statistics, Occupational Wage and Employment Estimates (OES).

#### 4. Employer Demand Surveys

##### a. Hospitals

**Table 146.** Percent of Respondents Who Indicated Recruitment and/or Retention Difficulties at Downstate New York Hospitals, 2025

Occupations	Percent of Respondents Indicating Difficulty	
	Recruiting	Retaining
Certified Nurse Aides/Nurse Aides/Patient Care Techs	0.0%	33.3%
Clinical Laboratory Technicians	25.0%	14.3%
Clinical Laboratory Technologists	54.5%	0.0%
Community Health Workers	0.0%	0.0%
Credentialed Alcoholism and Substance Abuse Counselors (CASAC)	60.0%	0.0%
Licensed Mental Health Counselors	28.6%	20.0%
Licensed Practical Nurses	66.7%	28.6%
Medical Assistants (Certified)	22.2%	0.0%
Nurse Practitioners (All other)	0.0%	0.0%
Nurse Practitioners (Behavioral Health)	42.9%	10.0%
Pharmacists	9.1%	0.0%
Pharmacy Technicians (Registered)	10.0%	0.0%
Physician Assistants	0.0%	0.0%
Registered Nurses (Associate-prepared)	20.0%	40.0%
Registered Nurses (Baccalaureate-prepared)	16.7%	50.0%
Respiratory Therapists	50.0%	0.0%
Social Workers -- LCSWs	28.6%	28.6%
Social Workers -- LMSWs	22.2%	12.5%
Surgical Technicians	60.0%	30.0%

**Table 147.** Reasons for Recruitment Difficulties at Downstate New York Hospitals, 2025

Occupations	Reasons For Recruitment Difficulties					
	Candidates applying not qualified	Shortage of workers/applicants	Location/ Transportation issues	Non competitive benefits	Non competitive salaries	Applicants not following up/skipping appointments (ghosting)
Clinical Laboratory Technicians	33.3%	83.3%	16.7%	0.0%	0.0%	0.0%
Clinical Laboratory Technologists	10.0%	90.0%	0.0%	0.0%	0.0%	0.0%
Pharmacists	42.9%	57.1%	0.0%	0.0%	14.3%	0.0%
Respiratory Therapists	0.0%	85.7%	0.0%	0.0%	42.9%	0.0%
Social Workers -- LMSWs	0.0%	60.0%	0.0%	0.0%	20.0%	0.0%
Surgical Technicians	22.2%	66.7%	0.0%	0.0%	55.6%	0.0%

**Table 148.** Reasons for Retention Difficulties at Downstate New York Hospitals, 2025

Occupations	Reasons For Retention Difficulties					
	Career change	Left for better benefits	Left for better salary	Left for better work life balance	Left for family commitments	Retirement
Certified Nurse Aides/Nurse Aides/Patient Care Techs	75.0%	12.5%	37.5%	25.0%	62.5%	50.0%
Registered Nurses (Associate-prepared)	100.0%	33.3%	33.3%	50.0%	66.7%	50.0%
Registered Nurses (Baccalaureate-prepared)	87.5%	25.0%	75.0%	50.0%	75.0%	25.0%

**b. Nursing Homes and Adult Care Facilities**

**Table 149.** Percent of Respondents Who Indicated Recruitment and/or Retention Difficulties at Downstate New York Nursing Homes and Adult Care Facilities , 2025

Occupation	Percent of Respondents Indicating Difficulty	
	Recruiting	Retaining
Certified Nurse Aides/Nurse Aides/Patient Care Techs	31.3%	25.0%
Dietitians/Nutritionists	33.3%	12.5%
Home Health Aides	33.3%	11.1%
Licensed Practical Nurses	68.2%	33.3%
MDS Coordinators	41.7%	7.7%
Nurse Aide Trainees	0.0%	66.7%
Nurse Practitioners (All other)	0.0%	0.0%
Occupational Therapists	42.9%	0.0%
Occupational Therapy Assistants	33.3%	0.0%
Patient Care Managers	20.0%	0.0%
Personal Care Aides	40.0%	30.0%
Physical Therapy Assistants	57.1%	0.0%
Physician Assistants	54.5%	0.0%
Registered Nurses (Associate-prepared)	60.0%	13.3%
Registered Nurses (Baccalaureate prepared)	65.0%	10.5%
Residential Care Aides (ACF/ALR)	33.3%	22.2%
Social Workers - BSWs	45.5%	8.3%
Social Workers - LCSWs	20.0%	20.0%
Social Workers - LMSWs	25.0%	12.5%
Speech Language Pathologists	61.5%	7.7%

**Table 150.** Reasons for Recruitment Difficulties at Downstate New York Nursing Homes and Adult Care Facilities, 2025

Occupation	Reasons for Recruitment Difficulties				
	Applicants failed/ refused background checks/ drug tests	Applicants not following up/skipping appointments (ghosting)	Candidates applying not qualified	Family care giving commitments	Shortage of workers/applicants
Certified Nurse Aides/Nurse Aides/Patient Care Techs	9.1%	54.5%	63.6%	18.2%	63.6%
Dietitians/Nutritionists	0.0%	25.0%	25.0%	0.0%	87.5%
Licensed Practical Nurses	0.0%	41.2%	29.4%	5.9%	82.4%
Occupational Therapists	0.0%	14.3%	0.0%	0.0%	85.7%
Occupational Therapy Assistants	0.0%	0.0%	16.7%	16.7%	83.3%
Physical Therapy Assistants	0.0%	16.7%	0.0%	0.0%	66.7%
Physician Assistants	0.0%	0.0%	0.0%	0.0%	0.0%
Registered Nurses (Associate-prepared)	0.0%	38.5%	23.1%	15.4%	84.6%
Registered Nurses (Baccalaureate prepared)	0.0%	36.4%	9.1%	18.2%	81.8%
Respiratory Therapists	0.0%	16.7%	16.7%	0.0%	66.7%
Social Workers - LMSWs	0.0%	20.0%	40.0%	20.0%	80.0%
Speech Language Pathologists	0.0%	20.0%	0.0%	0.0%	60.0%

**Table 151.** Reasons for Recruitment Difficulties at Downstate New York Nursing Homes and Adult Care Facilities, 2025

Occupation	Reasons for Recruitment Difficulties			
	Location/ Transportation issues	Non competitive benefits	Non competitive salaries	Shortage of workers/applicants with specific language or cultural backgrounds
Certified Nurse Aides/Nurse Aides/Patient Care Techs	27.3%	9.1%	54.5%	0.0%
Dietitians/Nutritionists	12.5%	0.0%	87.5%	0.0%
Licensed Practical Nurses	11.8%	11.8%	58.8%	0.0%
Occupational Therapists	28.6%	14.3%	28.6%	0.0%
Occupational Therapy Assistants	16.7%	0.0%	50.0%	0.0%
Physical Therapy Assistants	16.7%	0.0%	16.7%	16.7%
Physician Assistants	0.0%	0.0%	0.0%	0.0%
Registered Nurses (Associate-prepared)	30.8%	15.4%	38.5%	7.7%
Registered Nurses (Baccalaureate prepared)	36.4%	0.0%	27.3%	0.0%
Respiratory Therapists	0.0%	16.7%	83.3%	0.0%
Social Workers - LMSWs	20.0%	0.0%	40.0%	0.0%
Speech Language Pathologists	40.0%	0.0%	20.0%	20.0%

**Table 152.** Reasons for Retention Difficulties at Downstate New York Nursing Homes and Assisted Living Facilities, 2025

Occupation	Reasons for Retention Difficulties				
	Career change	Left due to immigration status change	Left for better benefits	Left for better salary	Left for better work life balance
Certified Nurse Aides/Nurse Aides/Patient Care Techs	45.5%	18.2%	54.5%	81.8%	63.6%
Licensed Practical Nurses	41.7%	0.0%	58.3%	83.3%	58.3%
Registered Nurses (Associate-prepared)	20.0%	10.0%	70.0%	80.0%	80.0%
Registered Nurses (Baccalaureate prepared)	11.1%	11.1%	66.7%	66.7%	88.9%

**Table 153.** Reasons for Retention Difficulties at New York State Nursing Homes and Assisted Living Facilities, 2025

Occupation	Reasons for Retention Difficulties				
	Left for family commitments	Paperwork and regulatory requirements	Pay/hours limited to protect safety net eligibility (Medicaid, food stamps, etc.)	Retirement	Terminated for cause
Certified Nurse Aides/Nurse Aides/Patient Care Techs	36.4%	36.4%	27.3%	54.5%	36.4%
Licensed Practical Nurses	33.3%	33.3%	16.7%	33.3%	33.3%
Registered Nurses (Associate-prepared)	30.0%	20.0%	0.0%	30.0%	30.0%
Registered Nurses (Baccalaureate prepared)	22.2%	22.2%	0.0%	33.3%	33.3%

**c. Home Healthcare**

**Table 154.** Percent of Respondents Who Indicated Recruitment and/or Retention Difficulties at Downstate New York Home Health Care Agencies, 2025

Occupation	Percent of Respondents Indicating Difficulty	
	Recruiting	Retaining
Home Health Aides	10.00%	25.0%
Personal Care Aides	0.00%	18.8%
Registered Nurses (Associate-prepared)	60.00%	50.0%
Registered Nurses (Baccalaureate-prepared)	66.67%	38.9%

**Table 155.** Reasons for Recruitment Difficulties at Downstate New York Home Health Care Agencies, 2025

Occupation	Reasons for Recruitment Difficulties		
	Applicants failed or refused background check or drug test	Location/Transportation issues	Non competitive benefits
Registered Nurses (Baccalaureate-prepared)	0.0%	14.3%	14.3%

**Table 156.** Reasons for Recruitment Difficulties at Downstate New York Home Health Care Agencies, 2025

Occupation	Reasons for Recruitment Difficulties		
	Non competitive salaries	Shortage of workers/applicants	Shortage of workers/applicants with specific language or cultural backgrounds
Registered Nurses (Baccalaureate-prepared)	57.1%	85.7%	28.6%

**Table 157.** Reasons for Retention Difficulties at Downstate New York Home Health Care Agencies, 2025

Occupation	Related Reasons for Retention Difficulties				
	Lack of flexible schedules	Left due to immigration status change	Left for better salary and Benefits	Left for better work life balance	Left for family commitments
Home Health Aides	60.0%	40.0%	100.0%	40.0%	40.0%
Registered Nurses (Associate-prepared)	20.0%	0.0%	80.0%	40.0%	0.0%
Registered Nurses (Baccalaureate-prepared)	42.9%	0.0%	71.4%	14.3%	0.0%

**Table 158.** Reasons for Retention Difficulties at Downstate New York Home Health Care Agencies, 2025

Occupation	Related Reasons for Retention Difficulties				
	Left for job outside of healthcare	Paperwork and regulatory burden	Retirement	Transportation issues	Work hours limited to protect safety net eligibility (Medicaid, food stamps, etc.)
Home Health Aides	40.0%	0.0%	20.0%	40.0%	60.0%
Registered Nurses (Associate-prepared)	0.0%	60.0%	0.0%	20.0%	20.0%
Registered Nurses (Baccalaureate-prepared)	0.0%	57.1%	0.0%	14.3%	28.6%

d. Clinics

**Table 159.** Percent of Respondents Who Indicated Recruitment and/or Retention Difficulties at Downstate New York Clinics, 2025

Occupation	Percent of Respondents Indicating Difficulty	
	Recruiting	Retaining
Credentialed Alcoholism and Substance Abuse Counselors (CASAC)	0.0%	0.0%
Dentists	33.3%	0.0%
LCSW Social Workers	50.0%	33.3%
Licensed Practical Nurses	50.0%	16.7%
LMSW Social Workers	28.6%	33.3%
Nurse Practitioners (All other)	28.6%	0.0%
Nurse Practitioners (Behavioral Health)	0.0%	0.0%
Primary Care Physicians	83.3%	0.0%
Psychiatrists	100.0%	12.5%
Medical Assistants (Certified)	0.0%	0.0%
Registered Nurses (Associate-prepared)	40.0%	20.0%
Registered Nurses (Baccalaureate-prepared)	50.0%	14.3%

**Table 160.** Reasons for Recruitment Difficulties at Downstate New York Clinics, 2025

Occupation	Reasons for Recruitment Difficulties			
	Applicants not following up/skipping appointments (ghosting)	Candidates applying not qualified	Family care giving commitments	Shortage of workers/applicants
LCSW Social Workers	16.7%	50.0%	83.3%	33.3%
Licensed Practical Nurses	16.7%	0.0%	66.7%	16.7%
Primary Care Physicians	0.0%	0.0%	66.7%	16.7%
Psychiatrists	0.0%	0.0%	75.0%	12.5%

**Table 161.** Reasons for Recruitment Difficulties at Downstate New York Clinics, 2025

Occupation	Reasons for Recruitment Difficulties			
	Location/ Transportation issues	Non competitive benefits	Non competitive salaries	Shortage of workers/applicants with specific language or cultural backgrounds
LCSW Social Workers	0.0%	33.3%	83.3%	33.3%
Licensed Practical Nurses	0.0%	50.0%	83.3%	16.7%
Primary Care Physicians	0.0%	50.0%	83.3%	33.3%
Psychiatrists	0.0%	25.0%	50.0%	25.0%
Registered Nurses (Baccalaureate-prepared)	0.0%	60.0%	60.0%	0.0%

**Table 162.** Reasons for Retention Difficulties at Downstate New York Clinics, 2025

Occupation	Reasons for Retention Difficulties			
	Career change	Left for better benefits	Left for better salary	Left for better work life balance
LCSW Social Workers	8.3%	33.3%	91.7%	50.0%
Licensed Mental Health Counselors	14.3%	42.9%	57.1%	42.9%
Licensed Practical Nurses	0.0%	41.7%	91.7%	33.3%
LMSW Social Workers	12.5%	62.5%	87.5%	50.0%
Nurse Practitioners (Behavioral Health)	0.0%	0.0%	66.7%	33.3%
Physician Assistants	16.7%	33.3%	66.7%	83.3%
Primary Care Physicians	0.0%	37.5%	87.5%	75.0%
Registered Nurses (Associate-prepared)	7.7%	46.2%	84.6%	38.5%
Registered Nurses (Baccalaureate-prepared)	7.1%	35.7%	85.7%	50.0%

**Table 163.** Reasons for Retention Difficulties at Downstate New York Clinics, 2025

Occupation	Reasons for Retention Difficulties			
	Left for family commitments	Paperwork and regulatory requirements	Pay/hours limited to protect safety net eligibility (Medicaid, food stamps, etc.)	Retirement
LCSW Social Workers	16.7%	33.3%	0.0%	16.7%
Licensed Mental Health Counselors	28.6%	42.9%	0.0%	14.3%
Licensed Practical Nurses	25.0%	8.3%	16.7%	8.3%
LMSW Social Workers	25.0%	37.5%	0.0%	12.5%
Nurse Practitioners (Behavioral Health)	33.3%	33.3%	0.0%	0.0%
Physician Assistants	33.3%	33.3%	0.0%	16.7%
Primary Care Physicians	50.0%	25.0%	0.0%	50.0%
Registered Nurses (Associate-prepared)	30.8%	23.1%	7.7%	7.7%
Registered Nurses (Baccalaureate-prepared)	21.4%	28.6%	7.1%	7.1%

## 5. Healthcare Workforce Production and Projected Need

### a. Graduations

**Table 164.** The Number of Graduations for Selected Healthcare Occupations on Long Island, 2020–2024

Occupational Program	School Year					Change Between 2020 2024	
	2020	2021	2022	2023	2024	Number	Percent
Audiologists & Speech Language Pathologists <sup>a</sup>	373	365	349	341	378	5	1.3%
Cardiovascular Technologists and Technicians	6	8	13	11	14	8	133.3%
Clinical Laboratory Technicians	19	9	10	10	9	-10	-52.6%
Clinical Laboratory Technologists	79	65	76	77	70	-9	-11.4%
Clinical Nutritionists	52	46	58	50	50	-2	-3.8%
Creative Arts Therapists <sup>b</sup>	66	52	68	60	66	0	0.0%
Dental Assistants	0	2	17	16	18	18	N/A
Dental Hygienists	49	55	44	51	43	-6	-12.2%
Dietitians	20	20	20	20	20	0	0.0%
EMTs and Paramedics	8	6	8	10	9	1	12.5%
Healthcare Administrators	293	236	221	180	173	-120	-41.0%
License Practical Nurses (LPNs)	403	493	412	499	658	255	63.3%
Marriage and Family Therapists	18	17	25	16	25	7	38.9%
Medical Assistants	496	311	416	385	340	-156	-31.5%
Mental Health Counselors	144	153	134	164	172	28	19.4%
Nuclear Medical Technologists	15	14	15	13	8	-7	-46.7%
Nurse Midwives	11	11	2	7	6	-5	-45.5%
Nursing and Patient Care Aides and Assistants	109	200	204	262	232	123	112.8%
Occupational Therapists	174	183	212	228	170	-4	-2.3%
Occupational Therapy Assistants	28	2	35	58	21	-7	-25.0%
Pharmacists	187	187	193	170	185	-2	-1.1%
Pharmacy Technicians/Assistants	25	44	98	64	74	49	196.0%
Physical Therapists	156	104	215	158	158	2	1.3%
Physical Therapy Assistants	42	21	84	45	43	1	2.4%
Physician Assistants	198	245	245	268	253	55	27.8%
Radiation Therapists	61	49	60	65	58	-3	-4.9%
Radiologic Technologists	0	13	23	22	21	21	N/A
Registered Nurses (RNs) <sup>c</sup>	1,513	1,512	1,585	1,346	1,363	-150	-9.9%
Registered Nurses with Advanced Education <sup>d</sup>	508	497	478	506	532	24	4.7%
Respiratory Therapists	70	64	65	60	71	1	1.4%
Social Workers <sup>e</sup>	813	748	730	730	765	-48	-5.9%
Substance Abuse/Addiction Counseling	16	15	25	15	15	-1	-6.3%
Surgical Technology/Technologist	43	38	31	37	32	-11	-25.6%

<sup>a</sup> Audiologists & speech-language pathologists include graduations in audiology, speech-language pathology, and communication sciences and disorders.

<sup>b</sup> Creative arts therapists include graduations in art therapy, dance therapy, and music therapy.

<sup>c</sup> Graduations of BSN completers, those RNs already holding RN diplomas or ADN degrees who obtained BSNs, are excluded from these counts.

<sup>d</sup> Registered nurses with advanced education include graduations or certificates in adult health nursing, clinical nurse specialist, critical care nursing, family practice nursing, geriatric nursing, maternal and child health nursing, palliative care nursing, pediatric nursing, perioperative/OR nursing, public health nursing, women's health nursing, and nursing practice.

<sup>e</sup> Social workers include graduations in social work and in clinical/medical social work.

Sources: Integrated Postsecondary Education Data System; NYS Education Department, and Excelsior College.

**b. Licenses**

**Table 165.** Number of Licensed Individuals in Selected Healthcare Professions on Long Island, 2021–2025

Occupation	2021	2022	2023	2024	2025	Change Between 2021 and 2025	
						Number	Percent
Clinical Laboratory Technicians	278	280	270	251	244	-34	-12.2%
Clinical Laboratory Technologists	2,476	2,413	2,468	2,464	2,458	-18	-0.7%
Dental Assistants	82	86	82	80	78	-4	-4.9%
Dental Hygienists	2,009	2,032	1,999	2,006	2,015	6	0.3%
Dietitians/Nutritionists	1,232	1,248	1,244	1,298	1,332	100	8.1%
Licensed Practical Nurses (LPNs)	8,843	8,758	8,795	8,861	8,799	-44	-0.5%
Nurse Practitioners <sup>a</sup>	5,435	5,758	6,440	6,600	7,175	1,740	32.0%
Occupational Therapists	2,878	2,962	3,135	3,264	3,373	495	17.2%
Occupational Therapy Assistants	522	527	536	539	535	13	2.5%
Pharmacists	4,690	4,794	4,837	4,989	5,052	362	7.7%
Pharmacy Technicians <sup>b</sup>	N/A	464	829	1,009	1,136	N/A	N/A
Physical Therapists	4,513	4,651	4,756	4,914	5,016	503	11.1%
Physical Therapist Assistants	1,177	1,194	1,195	1,209	1,207	30	2.5%
Physician Assistants	3,914	4,072	4,384	4,631	4,944	1,030	26.3%
Registered Nurses (RNs)	50,085	51,132	52,590	54,637	55,881	5,796	11.6%
Respiratory Therapists	1,199	1,223	1,266	1,270	1,289	90	7.5%
Social Workers <sup>c</sup>	10,495	10,750	11,075	11,376	11,656	1,161	11.1%
Speech-Language Pathologists	4,869	4,984	5,159	5,315	5,439	570	11.7%

<sup>a</sup> Nurse practitioners are licensed as registered nurses and are certified in 1 or more of 16 specialties.

<sup>b</sup> Registered pharmacy technicians were first licensed by New York State in 2021. Counts by county were not available in 2021.

<sup>c</sup> Social workers include both Licensed Clinical Social Workers and Licensed Master Social Workers.

Source: New York State Education Department, Office of Professions.

### c. Employment Projections

**Table 166.** Employment Projections for Selected Healthcare Occupations for Long Island, 2022–2032

Occupational Title	2022	2032	Change Between 2022 and 2032		Average Annual Openings <sup>a</sup>
			Number	Percent	
Cardiovascular Technologists and Technicians	760	930	170	22.4%	67
Clinical Laboratory Technologists and Technicians	3,750	4,630	880	23.5%	348
Dental Assistants	4,890	6,140	1,250	25.6%	885
Dental Hygienists	2,160	2,720	560	25.9%	206
Diagnostic Medical Sonographers	1,270	1,720	450	35.4%	125
Dietetic Technicians	160	200	40	25.0%	24
Dietitians and Nutritionists	890	1,080	190	21.3%	89
Healthcare Social Workers	2,640	3,330	690	26.1%	319
Home Health and Personal Care Aides	46,150	62,060	15,910	34.5%	9,531
Licensed Practical and Licensed Vocational Nurses	5,560	6,570	1,010	18.2%	561
Magnetic Resonance Imaging Technologists	460	610	150	32.6%	45
Medical Assistants	7,620	10,300	2,680	35.2%	1,408
Medical Transcriptionists	450	460	10	2.2%	81
Medical and Health Services Managers	3,860	5,640	1,780	46.1%	508
Mental Health and Substance Abuse	1,260	1,570	310	24.6%	131
Nuclear Medicine Technologists	200	230	30	15.0%	23
Nurse Anesthetists	550	690	140	25.5%	34
Nurse Practitioners	2,810	4,560	1,750	62.3%	335
Nursing Assistants	15,080	18,260	3,180	21.1%	2,688
Occupational Therapists	1,120	1,370	250	22.3%	95
Occupational Therapy Assistants	240	310	70	29.2%	37
Orderlies	1,020	1,250	230	22.5%	193
Pharmacists	3,190	3,540	350	11.0%	165
Pharmacy Aides	360	360	0	0.0%	60
Pharmacy Technicians	3,280	3,370	90	2.7%	309
Phlebotomists	1,840	2,320	480	26.1%	308
Physical Therapist Assistants	480	620	140	29.2%	94
Physical Therapists	1,900	2,380	480	25.3%	128
Physician Assistants	3,120	4,730	1,610	51.6%	361
Psychiatric Aides	630	720	90	14.3%	109
Psychiatric Technicians	160	210	50	31.3%	25
Radiation Therapists	280	340	60	21.4%	26
Recreational Therapists	220	270	50	22.7%	25
Registered Nurses	33,430	41,190	7,760	23.2%	2,786
Respiratory Therapists	1,270	1,680	410	32.3%	121
Speech-Language Pathologists	2,000	2,660	660	33.0%	186

<sup>a</sup>Annual openings reflect creation of new positions in the occupation and replacement for those retiring or otherwise leaving the occupation.

Source: NYS Department of Labor, Jobs in Demand/Projects, Long-Term Occupation Projections, 2022-2032.

## F. Mohawk Valley

The Mohawk Valley region includes the counties of Fulton, Herkimer, Montgomery, Oneida, Otsego, and Schoharie.



### REGIONAL HIGHLIGHTS

#### Population and Healthcare Indicators

- The Mohawk Valley region has higher levels of poverty and a higher percent of the population 65 years of age or older than the state as a whole.
- The rates of deaths due to heart disease and hospitalizations due to heart disease are higher in the Mohawk Valley than in the state as a whole. Additionally, the rate of deaths due to diabetes and hospitalizations due to diabetes are higher in the Mohawk Valley region than throughout New York State.

#### Healthcare Employment

- Overall, the number of jobs in healthcare settings in the Mohawk Valley region declined between 2020 and 2024.
- The number of jobs in ambulatory care in the Mohawk Valley region increased between 2020 and 2024. In contrast, the number of jobs in hospitals, in nursing homes, and in home healthcare all declined during the same time period.

#### Employer Demand Surveys

- RNs are among the most difficult to recruit and retain in all healthcare settings in upstate New York.
- Hospitals in upstate New York also reported that clinical laboratory technicians, clinical laboratory technologists, LPNs, respiratory therapists, and surgical technicians are the most difficult to recruit.
- Nursing homes and adult care facilities in upstate New York reported that LPNs and speech-language pathologists were among the most difficult to recruit and nurse aide trainees the most to retain.
- Home Health Care Agencies in upstate New York also indicated that occupational therapists, physical therapists, and speech language pathologists were among the most difficult to recruit and retain.
- Clinics in upstate New York reported that dentists, primary care physicians, and psychiatrists were among the most difficult to recruit and retain.
- All settings in upstate New York reported the Shortage of workers/applicants and non-competitive salaries were among the main reasons for recruitment and retention difficulties.
- Nursing homes and assisted living facilities and Home Health Care Agencies in upstate New York also reported that transportation and location were among the main reasons for recruitment and retention difficulties.

#### Healthcare Production and Projected Workforce Need

- The number of LPNs decreased in the Mohawk Valley region between 2021 and 2025.
- There are projected to be more than 2,000 projected average annual openings in the Mohawk Valley region between 2022 and 2032 for home health and personal care aides.

## 1. Population and Healthcare Indicators

**Table 167.** Selected Population Characteristics for the Mohawk Valley, 2019–2023

Population Characteristics	Regional		Percent of State's Population
	Number	Percent of Region's Population	
Total population	481,542	N/A	2.4%
Population under 100% FPL	65,394	14.1%	13.7%
Population under 200% FPL	144,947	31.4%	28.1%
Population aged birth to 17 years	98,290	20.4%	20.7%
Population aged 65 and older	97,287	20.2%	17.4%
Population female aged 15 to 44	86,648	18.0%	19.8%
Women aged 15 to 19 who had a birth in past 12 months <sup>a</sup>	66	0.4%	0.7%
Women aged 20 to 34 who had a birth in past 12 months <sup>a</sup>	4,488	10.5%	7.1%
Women aged 35 to 50 who had a birth in past 12 months <sup>a</sup>	1,491	3.4%	4.0%
Black/African American, non-Hispanic	16,291	3.4%	13.6%
Hispanic/Latino	30,628	6.4%	19.6%
Asian/Pacific Islander, non-Hispanic	12,286	2.6%	8.9%
American Indian/Native Alaskan, non-Hispanic	418	0.1%	0.2%
Two or more/other races	18,984	3.9%	4.3%
Population with less than a high school education <sup>b</sup>	34,308	10.2%	12.1%
Population with a high school diploma or equivalent <sup>b</sup>	168,116	50.2%	39.4%
Population with an associate degree <sup>b</sup>	45,137	13.5%	8.9%
Population with a bachelor's degree <sup>b</sup>	50,109	14.9%	22.0%
Population with a master's degree or higher <sup>b</sup>	37,514	11.2%	17.5%
Home ownership <sup>c</sup>	138,712	70.5%	54.3%

<sup>a</sup> Percent of births from women in that age group compared to total number of women in the age group.

<sup>b</sup> Education levels and rates are based on individuals aged 25 years and older.

<sup>c</sup> Percent of occupied housing units that are owner occupied.

FPL, federal poverty level; N/A, not applicable; mos., months.

Source: US Census, American Community Survey, 5-Year Estimates, 2019-2023.

**Table 168.** Selected Health Indicators for the Mohawk Valley, 2019-2022

Health Indicator	Region		Statewide	
	Number	Rate	Number	Rate
Total deaths, per 100,000	18,468	1,275.3	558,772	945.9
Deaths due to heart disease, per 100,000	3,781	261.1	133,573	226.1
Deaths due to all cancers, per 100,000	3,271	225.4	97,492	162.0
Deaths due to diabetes, per 100,000 <sup>1</sup>	543	37.5	14,939	25.3
Total births, per 1,000 females aged 15 to 44	14,186	54.4	624,349	53.3
Teen births, per 1,000 females aged 15 to 19	656	13.2	16,046	9.0
Low-birthweight births, as a percent of total births	933	6.8	40,644	6.8
Late/no prenatal care, as a percent of total births	917	6.5	34,417	5.6
Infant deaths, per 1,000 live births	88	6.2	2,609	4.2
Total hospitalizations, per 10,000	152,166	1,050.8	6,119,424	1,035.9
Total asthma hospitalizations, per 10,000	337	24.7	37,203	6.3
Rate of asthma hospitalizations, aged 25-44 per 10,000	N/A	N/A	5,683	3.6
Rate of asthma hospitalizations, aged 45-64 per 10,000	N/A	N/A	7,982	5.2
Pediatric asthma hospitalization, per 10,000	157	5.3	16,368	13.4
Diabetes hospitalizations, per 10,000 <sup>1</sup>	3,210	22.1	119,814	20.3
CLRD hospitalizations, per 10,000	2,405	16.6	97,438	16.5
Heart disease hospitalizations, per 10,000	5,008	34.6	150,131	25.4
Total ED visits, per 10,000	611,315	4,221.5	20,876,265	3,534.0

CLRD, chronic lower respiratory disease; ED, emergency department.

N/A: One or more counties were missing information.

Source: New York State Community Health Indicators Report

<sup>1</sup>For those with a primary diagnosis of diabetes.

## 2. Healthcare Sector Employment

**Table 169.** Number of Healthcare Jobs in the Mohawk Valley Region, by Setting, 2020–2024

Setting	2020	2021	2022	2023	2024	2020 to 2024 Change	
						Number	Percent
Hospitals	10,678	9,632	8,986	8,939	9,099	-1,579	-14.8%
Ambulatory care (excluding home health)	7,003	7,576	7,500	7,317	7,206	203	2.9%
Nursing home and residential care facilities	5,911	5,224	5,021	5,240	5,489	-422	-7.1%
Home healthcare	1,418	1,370	1,344	1,220	1,260	-158	-11.1%
<b>Total</b>	<b>25,010</b>	<b>23,802</b>	<b>22,851</b>	<b>22,716</b>	<b>23,054</b>	<b>-1,956</b>	<b>-7.8%</b>

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

### 3. Employment by Occupations

**Table 170.** Number of Jobs and Median Salary for Selected Healthcare Occupations in the Mohawk Valley, 2024

Occupational Title	Number of Jobs	Median Salary
Clinical Laboratory Technologists and Technicians	290	\$78,570
Dental Assistants	400	\$47,362
Dental Hygienists	290	\$85,314
Diagnostic Medical Sonographers	150	\$89,544
Dietetic Technicians	50	\$43,207
Dietitians and Nutritionists	130	\$77,432
Emergency Medical Technicians	360	\$40,238
Healthcare Social Workers	410	\$59,390
Home Health & Personal Care Aides	9,440	\$37,419
Licensed Practical and Licensed Vocational Nurses	1,430	\$59,326
Magnetic Resonance Imaging Technologists	70	\$87,992
Medical and Health Services Managers	440	\$121,983
Medical Assistants	400	\$43,543
Medical Records Specialists	170	\$47,661
Medical Secretaries	770	\$40,786
Medical Transcriptionists	50	\$38,487
Mental Health and Substance Abuse Social Workers	270	\$74,190
Nuclear Medicine Technologists	N/A	\$101,191
Nurse Anesthetists	60	N/A
Nurse Practitioners	360	\$129,982
Nursing Assistants	2,210	\$39,969
Occupational Therapists	290	\$80,991
Occupational Therapy Assistants	60	\$58,151
Orderlies	70	\$38,409
Paramedics	140	\$60,348
Pharmacists	420	\$135,332
Pharmacy Aides	70	\$36,623
Pharmacy Technicians	580	\$38,217
Phlebotomists	110	\$43,481
Physical Therapist Aides	N/A	\$36,871
Physical Therapist Assistants	140	\$58,056
Physical Therapists	360	\$88,097
Physician Assistants	300	\$133,275
Psychiatric Aides	250	\$70,119
Radiation Therapists	NA	\$120,023
Radiologic Technologists	350	\$81,812
Recreational Therapists	N/A	\$57,892
Registered Nurses	3,890	\$90,486
Respiratory Therapists	160	\$84,036
Speech-Language Pathologists	290	\$82,419
Surgical Technologists	70	\$65,122

N/A, not available.

Source: NYS Department of Labor, Employment Statistics, Occupational Wage and Employment Estimates (OES).

## 4. Employer Demand Surveys

### a. Hospitals

**Table 171.** Percent of Respondents Who Indicated Recruitment and/or Retention Difficulties at Upstate New York Hospitals, 2025

Occupations	Percent of Respondents Indicating Difficulty	
	Recruiting	Retaining
Certified Nurse Aides/Nurse Aides/Patient Care Techs	15.4%	30.8%
Clinical Laboratory Technicians	45.5%	9.1%
Clinical Laboratory Technologists	66.7%	11.1%
Community Health Workers	16.7%	16.7%
Credentialed Alcoholism and Substance Abuse Counselors (CASAC)	33.3%	33.3%
Licensed Mental Health Counselors	33.3%	20.0%
Licensed Practical Nurses	46.2%	53.8%
Medical Assistants (Certified)	14.3%	28.6%
Nurse Practitioners (All other)	38.5%	15.4%
Nurse Practitioners (Behavioral Health)	44.4%	22.2%
Pharmacists	38.5%	0.0%
Pharmacy Technicians (Registered)	15.4%	0.0%
Physician Assistants	46.2%	7.7%
Registered Nurses (Associate-prepared)	38.5%	61.5%
Registered Nurses (Baccalaureate-prepared)	61.5%	61.5%
Respiratory Therapists	53.8%	15.4%
Social Workers -- LCSWs	30.0%	10.0%
Social Workers -- LMSWs	27.3%	9.1%
Surgical Technicians	46.2%	15.4%

**Table 172.** Reasons for Recruitment Difficulties at Upstate New York Hospitals, 2025

Occupations	Reasons For Recruitment Difficulties					
	Candidates applying not qualified	Shortage of workers/applicants	Location/Transportation issues	Non competitive benefits	Non competitive salaries	Applicants not following up/skipping appointments (ghosting)
Certified Nurse Aides/Nurse Aides/Patient Care Techs	28.6%	42.9%	42.9%	0.0%	28.6%	28.6%
Clinical Laboratory Technicians	16.7%	83.3%	0.0%	0.0%	16.7%	16.7%
Clinical Laboratory Technologists	28.6%	100.0%	14.3%	0.0%	14.3%	0.0%
Credentialed Alcoholism and Substance Abuse Counselors (CASAC)	60.0%	80.0%	20.0%	0.0%	20.0%	0.0%
Licensed Mental Health Counselors	30.0%	60.0%	10.0%	0.0%	20.0%	0.0%
Licensed Practical Nurses	12.5%	62.5%	37.5%	12.5%	37.5%	25.0%
Nurse Practitioners (All other)	12.5%	62.5%	12.5%	0.0%	25.0%	12.5%
Nurse Practitioners (Behavioral Health)	16.7%	66.7%	16.7%	0.0%	33.3%	0.0%
Pharmacists	10.0%	50.0%	10.0%	0.0%	0.0%	0.0%
Pharmacy Technicians (Registered)	16.7%	50.0%	50.0%	16.7%	16.7%	33.3%
Physician Assistants	28.6%	57.1%	14.3%	0.0%	0.0%	14.3%
Registered Nurses (Associate-prepared)	9.1%	72.7%	9.1%	0.0%	18.2%	27.3%
Registered Nurses (Baccalaureate-prepared)	9.1%	72.7%	9.1%	0.0%	18.2%	27.3%
Respiratory Therapists	8.3%	66.7%	16.7%	0.0%	16.7%	0.0%
Social Workers -- LCSWs	33.3%	55.6%	0.0%	0.0%	11.1%	0.0%
Social Workers -- LMSWs	30.0%	60.0%	10.0%	0.0%	10.0%	0.0%
Surgical Technicians	20.0%	60.0%	0.0%	10.0%	40.0%	10.0%

**Table 173.** Reasons for Retention Difficulties at Upstate New York Hospitals, 2025

Occupations	Reasons For Retention Difficulties					
	Career change	Left for better benefits	Left for better salary	Left for better work life balance	Left for family commitments	Retirement
Certified Nurse Aides/Nurse Aides/Patient Care Techs	62.5%	12.5%	50.0%	25.0%	37.5%	0.0%
Licensed Mental Health Counselors	0.0%	0.0%	40.0%	40.0%	20.0%	0.0%
Licensed Practical Nurses	11.1%	0.0%	44.4%	44.4%	33.3%	11.1%
Registered Nurses (Associate-prepared)	27.3%	9.1%	54.5%	54.5%	54.5%	27.3%
Registered Nurses (Baccalaureate-prepared)	27.3%	9.1%	45.5%	45.5%	45.5%	27.3%
Respiratory Therapists	20.0%	0.0%	100.0%	60.0%	20.0%	20.0%
Social Workers -- LCSWs	20.0%	0.0%	80.0%	60.0%	0.0%	20.0%
Surgical Technicians	11.1%	0.0%	44.4%	44.4%	44.4%	22.2%

**b. Nursing Homes and Adult Care Facilities**

**Table 174.** Percent of Respondents Who Indicated Recruitment and/or Retention Difficulties at Upstate New York Nursing Homes and Adult Care Facilities, 2025

Occupation	Percent of Respondents Indicating Difficulty	
	Recruiting	Retaining
Certified Nurse Aides/Nurse Aides/Patient Care Techs	31.3%	25.0%
Dietitians/Nutritionists	33.3%	12.5%
Home Health Aides	33.3%	11.1%
Licensed Practical Nurses	68.2%	33.3%
MDS Coordinators	41.7%	7.7%
Nurse Aide Trainees	0.0%	66.7%
Nurse Practitioners (All other)	0.0%	0.0%
Occupational Therapists	42.9%	0.0%
Occupational Therapy Assistants	33.3%	0.0%
Patient Care Managers	20.0%	0.0%
Personal Care Aides	40.0%	30.0%
Physical Therapy Assistants	57.1%	0.0%
Physician Assistants	54.5%	0.0%
Registered Nurses (Associate-prepared)	60.0%	13.3%
Registered Nurses (Baccalaureate prepared)	65.0%	10.5%
Residential Care Aides (ACF/ALR)	33.3%	22.2%
Social Workers - BSWs	45.5%	8.3%
Social Workers - LCSWs	20.0%	20.0%
Social Workers - LMSWs	25.0%	12.5%
Speech Language Pathologists	61.5%	7.7%

**Table 175.** Reasons for Recruitment Difficulties at Upstate New York Nursing Homes and Adult Care Facilities, 2025

Occupation	Reasons for Recruitment Difficulties				
	Applicants failed/ refused background checks/ drug tests	Applicants not following up/skipping appointments (ghosting)	Candidates applying not qualified	Family care giving commitments	Shortage of workers/applicants
Certified Nurse Aides/Nurse Aides/Patient Care Techs	40.0%	90.0%	40.0%	70.0%	90.0%
Dietitians/Nutritionists	0.0%	11.1%	33.3%	11.1%	66.7%
Home Health Aides	16.7%	66.7%	83.3%	100.0%	83.3%
Licensed Practical Nurses	17.6%	58.8%	29.4%	35.3%	88.2%
MDS Coordinators	0.0%	0.0%	50.0%	0.0%	33.3%
Nurse Aide Trainees	50.0%	83.3%	33.3%	66.7%	50.0%
Occupational Therapists	0.0%	0.0%	18.2%	0.0%	90.9%
Occupational Therapy Assistants	0.0%	0.0%	20.0%	0.0%	100.0%
Personal Care Aides	37.5%	75.0%	87.5%	37.5%	87.5%
Physical Therapy Assistants	0.0%	0.0%	9.1%	0.0%	90.9%
Physician Assistants	10.0%	0.0%	10.0%	10.0%	10.0%
Registered Nurses (Associate-prepared)	7.7%	30.8%	15.4%	15.4%	100.0%
Registered Nurses (Baccalaureate prepared)	5.9%	29.4%	17.6%	17.6%	88.2%
Residential Care Aides (ACF/ALR)	60.0%	40.0%	80.0%	60.0%	80.0%
Social Workers - BSWs	11.1%	11.1%	44.4%	11.1%	77.8%
Social Workers - LMSWs	14.3%	14.3%	57.1%	14.3%	85.7%
Speech Language Pathologists	0.0%	11.1%	22.2%	11.1%	100.0%

**Table 176.** Reasons for Recruitment Difficulties at Upstate New York Nursing Homes and Adult Care Facilities, 2025

Occupation	Reasons for Recruitment Difficulties			
	Location/ Transportation issues	Non competitive benefits	Non competitive salaries	Shortage of workers/applicants with specific language or cultural backgrounds
Certified Nurse Aides/Nurse Aides/Patient Care Techs	80.0%	30.0%	20.0%	10.0%
Dietitians/Nutritionists	33.3%	11.1%	22.2%	0.0%
Home Health Aides	83.3%	33.3%	33.3%	16.7%
Licensed Practical Nurses	58.8%	29.4%	41.2%	0.0%
MDS Coordinators	33.3%	0.0%	16.7%	0.0%
Nurse Aide Trainees	83.3%	33.3%	33.3%	16.7%
Occupational Therapists	36.4%	18.2%	27.3%	9.1%
Occupational Therapy Assistants	30.0%	20.0%	30.0%	10.0%
Personal Care Aides	50.0%	25.0%	62.5%	0.0%
Physical Therapy Assistants	36.4%	18.2%	27.3%	9.1%
Physician Assistants	10.0%	0.0%	0.0%	0.0%
Registered Nurses (Associate-prepared)	46.2%	15.4%	23.1%	7.7%
Registered Nurses (Baccalaureate prepared)	35.3%	29.4%	47.1%	5.9%
Residential Care Aides (ACF/ALR)	60.0%	20.0%	40.0%	20.0%
Social Workers - BSWs	55.6%	11.1%	22.2%	0.0%
Social Workers - LMSWs	28.6%	14.3%	0.0%	0.0%
Speech Language Pathologists	55.6%	0.0%	11.1%	11.1%

**Table 177.** Reasons for Retention Difficulties at Upstate New York Nursing Homes and Adult Care Facilities, 2025

Occupation	Reasons for Retention Difficulties				
	Career change	Left for better benefits	Left for better salary	Left for better work life balance	Left for family commitments
Certified Nurse Aides/Nurse Aides/Patient Care Techs	50.0%	30.0%	40.0%	50.0%	70.0%
Home Health Aides	83.3%	50.0%	66.7%	33.3%	100.0%
Licensed Practical Nurses	46.2%	53.8%	76.9%	61.5%	61.5%
Nurse Aide Trainees	81.8%	27.3%	36.4%	45.5%	90.9%
Personal Care Aides	57.1%	57.1%	71.4%	57.1%	57.1%
Registered Nurses (Associate-prepared)	25.0%	37.5%	75.0%	50.0%	62.5%
Registered Nurses (Baccalaureate prepared)	40.0%	30.0%	70.0%	60.0%	50.0%
Residential Care Aides (ACF/ALR)	60.0%	60.0%	100.0%	0.0%	20.0%
Speech Language Pathologists	40.0%	20.0%	80.0%	40.0%	20.0%

**Table 178.** Reasons for Retention Difficulties at Upstate New York Nursing Homes and Adult Care Facilities, 2025

Occupation	Reasons for Retention Difficulties				
	Left for family commitments	Paperwork and regulatory requirements	Pay/hours limited to protect safety net eligibility (Medicaid, food stamps, etc.)	Retirement	Terminated for cause
Certified Nurse Aides/Nurse Aides/Patient Care Techs	0.0%	30.0%	50.0%	20.0%	80.0%
Home Health Aides	0.0%	66.7%	50.0%	33.3%	66.7%
Licensed Practical Nurses	0.0%	53.8%	38.5%	30.8%	53.8%
Nurse Aide Trainees	0.0%	36.4%	81.8%	9.1%	63.6%
Personal Care Aides	0.0%	28.6%	57.1%	0.0%	42.9%
Registered Nurses (Associate-prepared)	0.0%	37.5%	0.0%	12.5%	12.5%
Registered Nurses (Baccalaureate prepared)	0.0%	30.0%	20.0%	20.0%	20.0%
Residential Care Aides (ACF/ALR)	0.0%	60.0%	40.0%	0.0%	40.0%
Speech Language Pathologists	0.0%	0.0%	20.0%	0.0%	0.0%

**c. Home Healthcare**

**Table 179.** Percent of Respondents Who Indicated Recruitment and/or Retention Difficulties at Upstate New York Home Health Care Agencies, 2025

Occupation	Percent of Respondents Indicating Difficulty	
	Recruiting	Retaining
Home Health Aides	46.67%	26.7%
LCSW Social Workers	40.00%	20.0%
Licensed Practical Nurses	25.00%	0.0%
LMSW Social Workers	28.57%	0.0%
Occupational Therapists	60.00%	16.7%
Personal Care Aides	16.67%	18.2%
Physical Therapists	80.00%	0.0%
Registered Nurses (Associate-prepared)	28.57%	14.3%
Registered Nurses (Baccalaureate-prepared)	70.00%	33.3%
Speech Language Pathologists	80.00%	20.0%

**Table 180.** Reasons for Recruitment Difficulties at Upstate New York Home Health Care Agencies, 2025

Occupation	Reasons for Recruitment Difficulties		
	Applicants failed or refused background check or drug test	Location/ Transportation issues	Non competitive benefits
Home Health Aides	36.4%	81.8%	36.4%
LCSW Social Workers	0.0%	20.0%	0.0%
Licensed Practical Nurses	0.0%	20.0%	0.0%
LMSW Social Workers	0.0%	16.7%	0.0%
Personal Care Aides	42.9%	85.7%	57.1%
Registered Nurses (Associate-prepared)	0.0%	14.3%	14.3%
Registered Nurses (Baccalaureate-prepared)	0.0%	10.0%	10.0%
Speech Language Pathologists	0.0%	0.0%	20.0%

**Table 181.** Reasons for Recruitment Difficulties at Upstate New York Home Health Care Agencies, 2025

Occupation	Reasons for Recruitment Difficulties		
	Non competitive salaries	Shortage of workers/applicants	Shortage of workers/applicants with specific language or cultural backgrounds
Home Health Aides	45.5%	81.8%	18.2%
LCSW Social Workers	20.0%	80.0%	0.0%
Licensed Practical Nurses	40.0%	60.0%	0.0%
LMSW Social Workers	16.7%	50.0%	0.0%
Personal Care Aides	57.1%	71.4%	42.9%
Registered Nurses (Associate-prepared)	42.9%	71.4%	0.0%
Registered Nurses (Baccalaureate-prepared)	50.0%	70.0%	0.0%
Speech Language Pathologists	40.0%	80.0%	0.0%

**Table 182.** Reasons for Retention Difficulties at Upstate New York Home Health Care Agencies, 2025

Occupation	Related Reasons for Retention Difficulties				
	Lack of flexible schedules	Left due to immigration status change	Left for better salary and Benefits	Left for better work life balance	Left for family commitments
Home Health Aides	0.0%	0.0%	100.0%	28.6%	42.9%
Personal Care Aides	0.0%	0.0%	100.0%	20.0%	20.0%
Registered Nurses (Associate-prepared)	0.0%	0.0%	83.3%	33.3%	33.3%
Registered Nurses (Baccalaureate-prepared)	0.0%	0.0%	85.7%	28.6%	28.6%

**Table 183.** Reasons for Retention Difficulties at Upstate New York Home Health Care Agencies, 2025

Occupation	Related Reasons for Retention Difficulties				
	Left for job outside of healthcare	Paperwork and regulatory burden	Retirement	Transportation issues	Work hours limited to protect safety net eligibility (Medicaid, food stamps, etc.)
Home Health Aides	57.1%	42.9%	14.3%	42.9%	57.1%
Personal Care Aides	40.0%	20.0%	20.0%	60.0%	60.0%
Registered Nurses (Associate-prepared)	0.0%	66.7%	16.7%	0.0%	16.7%
Registered Nurses (Baccalaureate-prepared)	0.0%	42.9%	28.6%	0.0%	14.3%

**d. Clinics**

**Table 184.** Percent of Respondents Who Indicated Recruitment and/or Retention Difficulties at Upstate New York Clinics, 2025

Occupation	Percent of Respondents Indicating Difficulty	
	Recruiting	Retaining
Community Health Workers	0.0%	0.0%
Credentialed Alcoholism and Substance Abuse Counselors (CASAC)	20.0%	0.0%
Dental Hygienists	66.7%	14.3%
Dentists	75.0%	12.5%
LCSW Social Workers	57.7%	26.1%
Licensed Mental Health Counselors	27.8%	15.8%
Licensed Practical Nurses	46.7%	26.9%
LMSW Social Workers	40.9%	25.0%
Nurse Practitioners (All other)	36.0%	4.2%
Nurse Practitioners (Behavioral Health)	20.0%	13.3%
Patient Care Managers	23.1%	0.0%
Pharmacists	0.0%	11.1%
Physician Assistants	25.0%	0.0%
Primary Care Physicians	90.9%	10.0%
Psychiatrists	85.7%	7.7%
Medical Assistants (Certified)	0.0%	10.0%
Pharmacy Technicians (Registered)	0.0%	16.7%
Registered Nurses (Associate-prepared)	54.5%	19.0%
Registered Nurses (Baccalaureate-prepared)	56.0%	20.0%

**Table 185.** Reasons for Recruitment Difficulties at Upstate New York Clinics, 2025

Occupation	Reasons for Recruitment Difficulties			
	Applicants not following up/skipping appointments (ghosting)	Candidates applying not qualified	Family care giving commitments	Shortage of workers/applicants
Dental Hygienists	12.5%	0.0%	25.0%	100.0%
Dentists	10.0%	20.0%	10.0%	90.0%
LCSW Social Workers	7.7%	15.4%	15.4%	100.0%
Licensed Mental Health Counselors	22.2%	22.2%	0.0%	77.8%
Licensed Practical Nurses	65.0%	20.0%	20.0%	55.0%
LMSW Social Workers	16.7%	25.0%	16.7%	91.7%
Nurse Practitioners (All other)	8.3%	16.7%	8.3%	83.3%
Nurse Practitioners (Behavioral Health)	0.0%	0.0%	11.1%	88.9%
Physician Assistants	0.0%	11.1%	11.1%	77.8%
Primary Care Physicians	6.3%	18.8%	12.5%	93.8%
Registered Nurses (Associate-prepared)	40.0%	20.0%	6.7%	80.0%
Registered Nurses (Baccalaureate-prepared)	25.0%	31.3%	6.3%	75.0%

**Table 186.** Reasons for Recruitment Difficulties at Upstate New York Clinics, 2025

Occupation	Reasons for Recruitment Difficulties			
	Location/ Transportation issues	Non competitive benefits	Non competitive salaries	Shortage of workers/applicants with specific language or cultural backgrounds
Dental Hygienists	50.0%	25.0%	50.0%	0.0%
Dentists	60.0%	20.0%	50.0%	0.0%
LCSW Social Workers	46.2%	23.1%	46.2%	15.4%
Licensed Mental Health Counselors	22.2%	0.0%	33.3%	33.3%
Licensed Practical Nurses	25.0%	20.0%	70.0%	0.0%
LMSW Social Workers	50.0%	25.0%	50.0%	8.3%
Nurse Practitioners (All other)	25.0%	25.0%	41.7%	16.7%
Nurse Practitioners (Behavioral Health)	44.4%	22.2%	22.2%	11.1%
Physician Assistants	33.3%	22.2%	22.2%	22.2%
Primary Care Physicians	37.5%	25.0%	50.0%	12.5%
Registered Nurses (Associate-prepared)	40.0%	26.7%	60.0%	6.7%
Registered Nurses (Baccalaureate-prepared)	37.5%	18.8%	50.0%	12.5%

**Table 187.** Reasons for Retention Difficulties at Upstate New York Clinics, 2025

Occupation	Reasons for Retention Difficulties			
	Career change	Left for better benefits	Left for better salary	Left for better work life balance
LCSW Social Workers	11.1%	33.3%	88.9%	44.4%
Licensed Mental Health Counselors	14.3%	42.9%	57.1%	42.9%
Licensed Practical Nurses	0.0%	44.4%	88.9%	33.3%
LMSW Social Workers	16.7%	66.7%	83.3%	50.0%
Physician Assistants	20.0%	20.0%	60.0%	100.0%
Primary Care Physicians	0.0%	40.0%	100.0%	80.0%
Registered Nurses (Associate-prepared)	9.1%	36.4%	81.8%	45.5%
Registered Nurses (Baccalaureate-prepared)	8.3%	25.0%	83.3%	58.3%
LCSW Social Workers	11.1%	33.3%	88.9%	44.4%

**Table 188.** Reasons for Retention Difficulties at Upstate New York Clinics, 2025

Occupation	Reasons for Retention Difficulties			
	Left for family commitments	Paperwork and regulatory requirements	Pay/hours limited to protect safety net eligibility (Medicaid, food stamps, etc.)	Retirement
LCSW Social Workers	22.2%	44.4%	0.0%	22.2%
Licensed Mental Health Counselors	28.6%	42.9%	0.0%	14.3%
Licensed Practical Nurses	33.3%	11.1%	22.2%	11.1%
LMSW Social Workers	33.3%	50.0%	0.0%	16.7%
Physician Assistants	40.0%	40.0%	0.0%	20.0%
Primary Care Physicians	60.0%	40.0%	0.0%	60.0%
Registered Nurses (Associate-prepared)	36.4%	27.3%	0.0%	9.1%
Registered Nurses (Baccalaureate-prepared)	25.0%	33.3%	0.0%	8.3%
LCSW Social Workers	22.2%	44.4%	0.0%	22.2%

## 5. Healthcare Workforce Production and Projected Need

### a. Graduations

**Table 189.** The Number of Graduations for Selected Healthcare Occupations in the Mohawk Valley, 2020–2024

Occupational Program	School Year					Change Between 2020 and 2024	
	2020	2021	2022	2023	2024	Number	Percent
Clinical Nutritionists	12	10	17	13	11	-1	-8.3%
Dietitians	31	27	29	22	16	-15	-48.4%
EMTs and Paramedics	20	16	25	25	36	16	80.0%
Healthcare Administrators	103	97	94	59	57	-46	-44.7%
License Practical Nurses (LPNs)	92	118	98	95	93	1	1.1%
Occupational Therapists	53	61	32	75	54	1	1.9%
Physical Therapists	248	191	151	75	89	-159	-64.1%
Physical Therapy Assistants	21	16	18	10	10	-11	-52.4%
Radiation Therapists	33	28	33	34	36	3	9.1%
Recreational Therapists	21	12	11	10	1	-20	-95.2%
Registered Nurses (RNs) <sup>a</sup>	374	339	318	343	443	69	18.4%
Registered Nurses with Advanced Education <sup>b</sup>	68	51	82	142	159	91	133.8%
Respiratory Therapists	14	15	12	16	13	-1	-7.1%
Social Workers <sup>c</sup>	8	3	4	0	0	-8	-100.0%
Substance Abuse/Addiction Counseling	16	18	18	12	8	-8	-50.0%
Surgical Technology/Technologist	10	7	9	11	9	-1	-10.0%

<sup>a</sup> Graduations of BSN completers, those RNs already holding RN diplomas or ADN degrees who obtained BSNs, are excluded from these counts.

<sup>b</sup> Registered nurses with advanced education include graduations or certificates in adult health nursing, clinical nurse specialist, critical care nursing, family practice nursing, geriatric nursing, maternal and child health nursing, palliative care nursing, pediatric nursing, perioperative/OR nursing, public health nursing, women's health nursing, and nursing practice.

<sup>c</sup> Social workers include graduations in social work and in clinical/medical social work.

Sources: Integrated Postsecondary Education Data System; NYS Education Department, and Excelsior College.

**b. Licenses**

**Table 190.** Number of Licensed Individuals in Selected Healthcare Professions in the Mohawk Valley, 2021–2025

Occupation	2021	2022	2023	2024	2025	Change Between 2021 and 2025	
						Number	Percent
Clinical Laboratory Technicians	52	48	49	40	41	-11	-21.2%
Clinical Laboratory Technologists	285	281	278	256	255	-30	-10.5%
Dental Assistants	45	45	49	48	45	0	0.0%
Dental Hygienists	290	288	271	260	259	-31	-10.7%
Dietitians/Nutritionists	107	108	105	102	103	-4	-3.7%
Licensed Practical Nurses (LPNs)	3,122	3,109	3,056	3,049	2,892	-230	-7.4%
Nurse Practitioners <sup>a</sup>	617	653	728	735	778	161	26.1%
Occupational Therapists	422	433	440	444	453	31	7.3%
Occupational Therapy Assistants	125	126	122	110	103	-22	-17.6%
Pharmacists	490	492	469	468	450	-40	-8.2%
Pharmacy Technicians <sup>b</sup>		35	66	81	75	75	#DIV/0!
Physical Therapists	471	487	495	506	521	50	10.6%
Physical Therapist Assistants	253	260	242	243	241	-12	-4.7%
Physician Assistants	271	283	281	294	303	32	11.8%
Registered Nurses (RNs)	7,456	7,522	7,559	7,565	7,545	89	1.2%
Respiratory Therapists	252	251	257	249	257	5	2.0%
Social Workers <sup>c</sup>	777	796	837	849	892	115	14.8%
Speech-Language Pathologists	256	257	262	265	265	9	3.5%

<sup>a</sup> Nurse practitioners are licensed as registered nurses and are certified in 1 or more of 16 specialties.

<sup>b</sup> Registered pharmacy technicians were first licensed by New York State in 2021. Counts by county were not available in 2021.

<sup>c</sup> Social workers include both Licensed Clinical Social Workers and Licensed Master Social Workers.

Source: New York State Education Department, Office of Professions.

### c. Employment Projections

**Table 191.** Employment Projections for Selected Healthcare Occupations for the Mohawk Valley, 2022–2032

Occupational Title	2022	2032	Change Between 2022 and 2032		Average Annual Openings <sup>a</sup>
			Number	Percent	
Cardiovascular Technologists and Technicians	80	90	10	12.5%	1
Clinical Laboratory Technologists and Technicians	270	330	60	22.2%	26
Dental Assistants	420	520	100	23.8%	80
Dental Hygienists	300	370	70	23.3%	27
Diagnostic Medical Sonographers	150	200	50	33.3%	15
Dietitians and Nutritionists	130	160	30	23.1%	13
Healthcare Social Workers	380	470	90	23.7%	49
Home Health and Personal Care Aides	10,010	13,330	3,320	33.2%	2,042
Licensed Practical and Licensed Vocational Nurses	1,710	2,010	300	17.5%	180
Magnetic Resonance Imaging Technologists	50	70	20	40.0%	2
Medical Assistants	460	630	170	37.0%	87
Medical Transcriptionists	160	170	10	6.3%	31
Medical and Health Services Managers	480	700	220	45.8%	62
Mental Health and Substance Abuse Social Workers	230	280	50	21.7%	25
Nurse Anesthetists	50	70	20	40.0%	2
Nurse Practitioners	320	540	220	68.8%	42
Nursing Assistants	2,390	2,870	480	20.1%	428
Occupational Therapists	220	270	50	22.7%	25
Occupational Therapy Assistants	70	90	20	28.6%	12
Pharmacists	410	440	30	7.3%	23
Pharmacy Aides	70	80	10	14.3%	21
Pharmacy Technicians	560	560	0	0.0%	50
Phlebotomists	110	140	30	27.3%	23
Physical Therapist Assistants	100	130	30	30.0%	23
Physical Therapists	310	380	70	22.6%	27
Physician Assistants	260	410	150	57.7%	35
Psychiatric Aides	420	480	60	14.3%	76
Psychiatric Technicians	70	90	20	28.6%	2
Registered Nurses	4,310	5,280	970	22.5%	357
Respiratory Therapists	150	190	40	26.7%	14
Speech-Language Pathologists	220	280	60	27.3%	26

<sup>a</sup>Annual openings reflect creation of new positions in the occupation and replacement for those retiring or otherwise leaving the occupation.

Source: NYS Department of Labor, Jobs in Demand/Projects, Long-Term Occupation Projections, 2022-2032.

## G. New York City

The NYSDOL New York City region includes the 5 counties in New York City: Bronx, New York (Manhattan), Kings (Brooklyn), Queens, and Richmond (Staten Island).



### REGIONAL HIGHLIGHTS

#### Population and Healthcare Indicators

- New York City has higher levels of poverty than the state as a whole.
- There are higher rates of asthma and of diabetes hospitalizations in New York City compared to the state as a whole.

#### Healthcare Employment

- Healthcare employment in New York City nearly doubled between 2005 and 2024.
- Overall, the number of jobs in healthcare settings in New York City increased between 2018 and 2022.
- The number of jobs in hospitals, ambulatory care, and home healthcare in New York City increased between 2018 and 2022. In contrast, the number of jobs in nursing homes declined during the same time period.

#### Employer Demand Surveys

- RNs in downstate New York region were among most difficult to recruit and retain across all healthcare settings.
- Hospitals in downstate New York also reported difficulty recruiting and retaining LPNs and respiratory therapists.
- Nursing homes and assisted living facilities in downstate New York, also reported difficulties recruiting and retaining LPNs and recruiting speech-language pathologists.
- Home Health Care Agencies in downstate New York also reported difficulties retaining home health and personal care aides.
- Clinics in downstate New York also reported difficulty recruiting and retaining LPNs.

#### Healthcare Production and Projected Workforce Need

- Between 2022 and 2032, the number of home health and personal care aide average annual openings in the New York City region is projected to exceed 80,000. Additionally, more than 7,400 average annual openings for RNs and slightly less than 7,000 average annual openings for nursing assistants during the same time period.

## 1. Population and Healthcare Indicators

**Table 192.** Selected Population Characteristics for New York City, 2019-2023

Population Characteristics	Regional		Percent of State's Population
	Number	Percent of Region's Population	
Total population	8,516,202	N/A	42.9%
Population under 100% FPL	1,454,320	17.4%	13.7%
Population under 200% FPL	2,847,985	34.0%	28.1%
Population aged birth to 17 years	1,740,197	20.4%	20.7%
Population aged 65 and older	1,365,795	16.0%	17.4%
Population female aged 15 to 44	1,830,026	21.5%	19.8%
Women aged 15 to 19 who had a birth in past 12 months <sup>a</sup>	1,615	0.7%	0.7%
Women aged 20 to 34 who had a birth in past 12 months <sup>a</sup>	59,455	5.9%	7.1%
Women aged 35 to 50 who had a birth in past 12 months <sup>a</sup>	38,345	4.1%	4.0%
Black/African American, non-Hispanic	1,773,772	20.8%	13.6%
Hispanic/Latino	2,420,539	28.4%	19.6%
Asian/Pacific Islander, non-Hispanic	1,239,851	14.6%	8.9%
American Indian/Native Alaskan, non-Hispanic	16,143	0.2%	0.2%
Two or more/other races	399,931	4.7%	4.3%
Population with less than a high school education <sup>b</sup>	994,045	16.3%	12.1%
Population with a high school diploma or equivalent <sup>b</sup>	2,202,419	36.2%	39.4%
Population with an associate degree <sup>b</sup>	395,169	6.5%	8.9%
Population with a bachelor's degree <sup>b</sup>	1,439,826	23.6%	22.0%
Population with a master's degree or higher <sup>b</sup>	1,059,194	17.4%	17.5%
Home ownership <sup>c</sup>	1,086,420	32.8%	54.3%

<sup>a</sup> Percent of births from women in that age group compared to total number of women in the age group.

<sup>b</sup> Education levels and rates are based on individuals aged 25 years and older.

<sup>c</sup> Percent of occupied housing units that are owner occupied.

FPL, federal poverty level; N/A, not applicable; mos., months.

Source: US Census, American Community Survey, 5-Year Estimates, 2019-2023.

**Table 193.** Selected Health Indicators for New York City, 2019-2022

Health Indicator	Region		Statewide	
	Number	Rate	Number	Rate
Total deaths, per 100,000	207,072	821.9	558,772	945.9
Deaths due to heart disease, per 100,000	55,005	218.3	133,573	226.1
Deaths due to all cancers, per 100,000	33,560	129.0	97,492	162.0
Deaths due to diabetes, per 100,000 <sup>1</sup>	5,748	22.8	14,939	25.3
Total births, per 1,000 females aged 15 to 44	279,474	51.6	624,349	53.3
Teen births, per 1,000 females aged 15 to 19	6,141	9.2	16,046	9.0
Low-birthweight births, as a percent of total births	19,701	7.3	40,644	6.8
Late/no prenatal care, as a percent of total births	19,080	6.8	34,417	5.6
Infant deaths, per 1,000 live births	1,035	3.7	2,609	4.2
Total hospitalizations, per 10,000	2,686,248	1,066.2	6,119,424	1,035.9
Total asthma hospitalizations, per 10,000	24,185	9.6	37,203	6.3
Rate of asthma hospitalizations, aged 25-44 per 10,000	3,463	4.5	5,683	3.6
Rate of asthma hospitalizations, aged 45-64 per 10,000	5,394	8.7	7,982	5.2
Pediatric asthma hospitalization, per 10,000	10,367	20.1	16,368	13.4
Diabetes hospitalizations, per 10,000 <sup>1</sup>	58,153	23.1	119,814	20.3
CLRD hospitalizations, per 10,000	47,543	18.9	97,438	16.5
Heart disease hospitalizations, per 10,000	60,562	24.0	150,131	25.4
Total ED visits, per 10,000	9,689,627	3,845.9	20,876,265	3,534.0

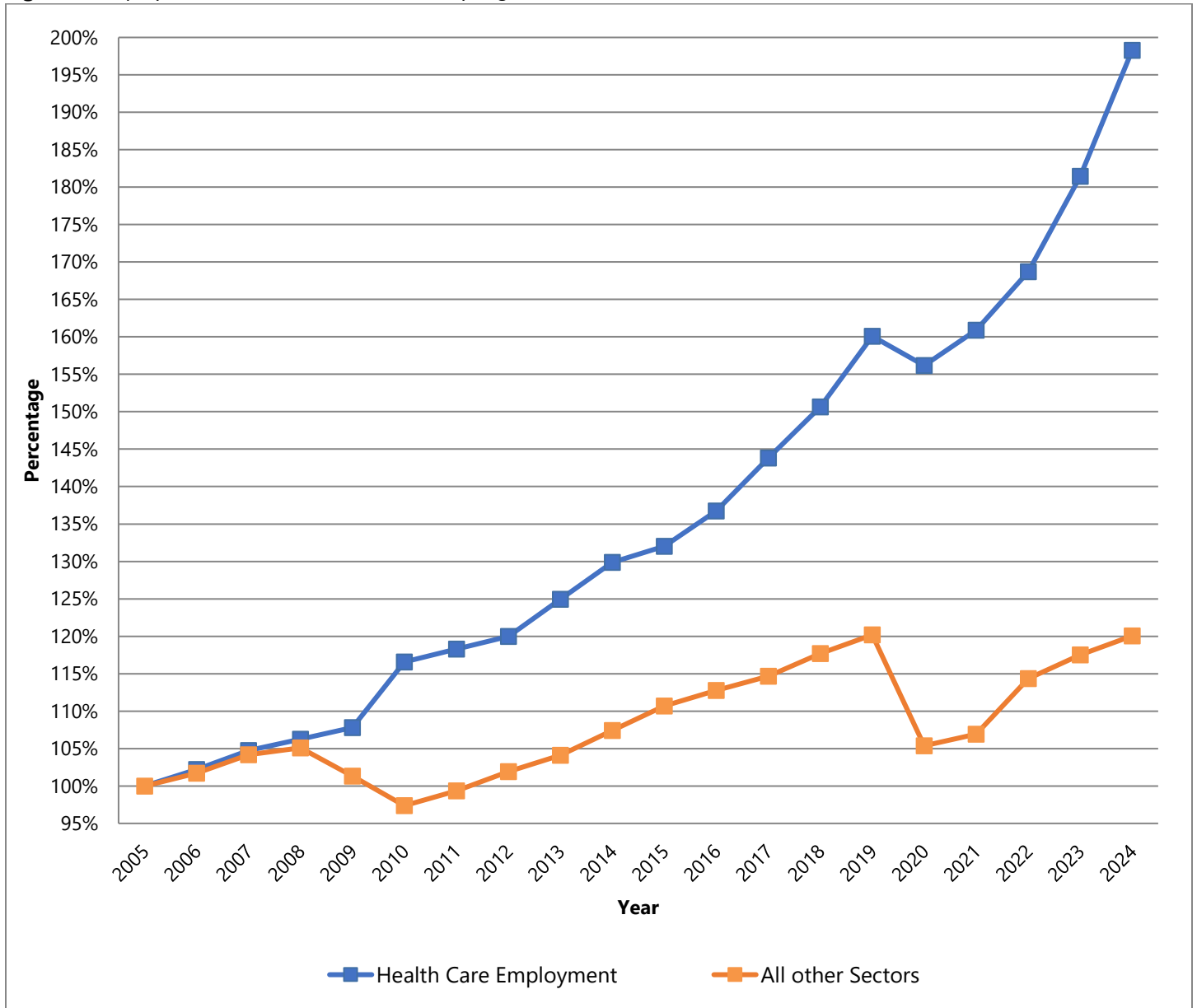
CLRD, chronic lower respiratory disease; ED, emergency department.

Source: New York State Community Health Indicators Report

<sup>1</sup>For those with a primary diagnosis of diabetes.

## 2. Healthcare Sector Employment

Figure 9. Employment Growth in the New York City Region, 2005-2024



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

**Table 194.** Number of Healthcare Jobs in the New York City Region, by Setting, 2020–2024

Setting	2020	2021	2022	2023	2024	2020 to 2024 Change	
						Number	Percent
Hospitals	211,577	210,874	212,097	226,322	237,518	25,941	12.3%
Ambulatory care (excluding home health)	122,008	132,943	142,178	144,128	146,777	24,769	20.3%
Nursing home and residential care facilities	45,785	43,542	42,301	42,716	45,674	-111	-0.2%
Home healthcare	203,713	213,270	233,309	264,245	310,305	106,592	52.3%
<b>Total</b>	<b>583,083</b>	<b>600,629</b>	<b>629,885</b>	<b>677,411</b>	<b>740,274</b>	<b>157,191</b>	<b>27.0%</b>

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

### 3. Employment by Occupations

**Table 195.** Number of Jobs and Median Salary for Selected Healthcare Occupations in New York City, 2024

Occupational Title	Number of Jobs	Median Salary
Audiologists	N/A	\$105,505
Cardiovascular Technologists and Technicians	1,380	\$81,226
Clinical Laboratory Technologists and Technicians	8,940	\$101,321
Dental Assistants	7,600	\$48,975
Dental Hygienists	3,190	\$109,836
Diagnostic Medical Sonographers	2,970	\$107,138
Dietetic Technicians	750	\$48,898
Dietitians and Nutritionists	2,310	\$84,308
Emergency Medical Technicians	6,590	\$48,577
Healthcare Social Workers	11,740	\$78,921
Home Health & Personal Care Aides	454,400	\$39,189
Licensed Practical and Licensed Vocational Nurses	13,850	\$74,713
Magnetic Resonance Imaging Technologists	1,250	\$116,611
Medical and Health Services Managers	15,260	\$165,314
Medical Assistants	16,960	\$48,729
Medical Records Specialists	2,650	\$62,785
Medical Secretaries	13,150	\$51,721
Medical Transcriptionists	1,380	\$44,416
Mental Health and Substance Abuse Social Workers	7,010	\$86,650
Nuclear Medicine Technologists	370	\$115,430
Nurse Midwives	N/A	\$142,753
Nurse Practitioners	8,440	\$159,110
Nursing Assistants	37,060	\$49,831
Occupational Therapy Aides	N/A	\$49,205
Occupational Therapy Assistants	900	\$68,453
Orderlies	1,920	\$50,485
Paramedics	1,740	\$78,417
Pharmacists	9,880	\$139,920
Pharmacy Aides	1,180	\$38,209
Pharmacy Technicians	11,250	\$45,091
Phlebotomists	1,570	\$57,081
Physical Therapist Aides	1,790	\$36,075
Physical Therapist Assistants	1,160	\$72,570
Physical Therapists	5,350	\$105,985
Physician Assistants	8,910	\$167,587
Psychiatric Aides	2,140	\$55,158
Psychiatric Technicians	960	\$60,760
Radiation Therapists	460	\$133,236
Radiologic Technologists	5,520	\$103,454
Registered Nurses	88,230	\$121,261
Respiratory Therapists	2,810	\$112,593
Speech-Language Pathologists	6,670	\$133,424
Surgical Technologists	2,570	\$83,303

N/A, not available.

Source: NYS Department of Labor, Employment Statistics, Occupational Wage and Employment Estimates (OES).

## 4. Employer Demand Surveys

### a. Hospitals

**Table 196.** Percent of Respondents Who Indicated Recruitment and/or Retention Difficulties at Downstate New York Hospitals

Occupations	Percent of Respondents Indicating Difficulty	
	Recruiting	Retaining
Certified Nurse Aides/Nurse Aides/Patient Care Techs	0.0%	33.3%
Clinical Laboratory Technicians	25.0%	14.3%
Clinical Laboratory Technologists	54.5%	0.0%
Community Health Workers	0.0%	0.0%
Credentialed Alcoholism and Substance Abuse Counselors (CASAC)	60.0%	0.0%
Licensed Mental Health Counselors	28.6%	20.0%
Licensed Practical Nurses	66.7%	28.6%
Medical Assistants (Certified)	22.2%	0.0%
Nurse Practitioners (All other)	0.0%	0.0%
Nurse Practitioners (Behavioral Health)	42.9%	10.0%
Pharmacists	9.1%	0.0%
Pharmacy Technicians (Registered)	10.0%	0.0%
Physician Assistants	0.0%	0.0%
Registered Nurses (Associate-prepared)	20.0%	40.0%
Registered Nurses (Baccalaureate-prepared)	16.7%	50.0%
Respiratory Therapists	50.0%	0.0%
Social Workers -- LCSWs	28.6%	28.6%
Social Workers -- LMSWs	22.2%	12.5%
Surgical Technicians	60.0%	30.0%

**Table 197.** Reasons for Recruitment Difficulties at Downstate New York Hospitals, 2025

Occupations	Reasons For Recruitment Difficulties					
	Candidates applying not qualified	Shortage of workers/applicants	Location/ Transportation issues	Non competitive benefits	Non competitive salaries	Applicants not following up/skipping appointments (ghosting)
Clinical Laboratory Technicians	33.3%	83.3%	16.7%	0.0%	0.0%	0.0%
Clinical Laboratory Technologists	10.0%	90.0%	0.0%	0.0%	0.0%	0.0%
Pharmacists	42.9%	57.1%	0.0%	0.0%	14.3%	0.0%
Respiratory Therapists	0.0%	85.7%	0.0%	0.0%	42.9%	0.0%
Social Workers -- LMSWs	0.0%	60.0%	0.0%	0.0%	20.0%	0.0%
Surgical Technicians	22.2%	66.7%	0.0%	0.0%	55.6%	0.0%

**Table 198.** Reasons for Retention Difficulties at Downstate New York Hospitals, 2025

Occupations	Reasons For Retention Difficulties					
	Career change	Left for better benefits	Left for better salary	Left for better work life balance	Left for family commitments	Retirement
Certified Nurse Aides/Nurse Aides/Patient Care Techs	75.0%	12.5%	37.5%	25.0%	62.5%	50.0%
Registered Nurses (Associate-prepared)	100.0%	33.3%	33.3%	50.0%	66.7%	50.0%
Registered Nurses (Baccalaureate-prepared)	87.5%	25.0%	75.0%	50.0%	75.0%	25.0%

**b. Nursing Homes and Adult Care Facilities**

**Table 199.** Percent of Respondents Who Indicated Recruitment and/or Retention Difficulties at Downstate New York Nursing Homes and Adult Care Facilities

Occupation	Percent of Respondents Indicating Difficulty	
	Recruiting	Retaining
Certified Nurse Aides/Nurse Aides/Patient Care Techs	31.3%	25.0%
Dietitians/Nutritionists	33.3%	12.5%
Home Health Aides	33.3%	11.1%
Licensed Practical Nurses	68.2%	33.3%
MDS Coordinators	41.7%	7.7%
Nurse Aide Trainees	0.0%	66.7%
Nurse Practitioners (All other)	0.0%	0.0%
Occupational Therapists	42.9%	0.0%
Occupational Therapy Assistants	33.3%	0.0%
Patient Care Managers	20.0%	0.0%
Personal Care Aides	40.0%	30.0%
Physical Therapy Assistants	57.1%	0.0%
Physician Assistants	54.5%	0.0%
Registered Nurses (Associate-prepared)	60.0%	13.3%
Registered Nurses (Baccalaureate prepared)	65.0%	10.5%
Residential Care Aides (ACF/ALR)	33.3%	22.2%
Social Workers - BSWs	45.5%	8.3%
Social Workers - LCSWs	20.0%	20.0%
Social Workers - LMSWs	25.0%	12.5%
Speech Language Pathologists	61.5%	7.7%

**Table 200.** Reasons for Recruitment Difficulties at Downstate New York Nursing Homes and Adult Care Facilities, 2025

Occupation	Reasons for Recruitment Difficulties				
	Applicants failed/ refused background checks/ drug tests	Applicants not following up/skipping appointments (ghosting)	Candidates applying not qualified	Family care giving commitments	Shortage of workers/applicants
Certified Nurse Aides/Nurse Aides/Patient Care Techs	9.1%	54.5%	63.6%	18.2%	63.6%
Dietitians/Nutritionists	0.0%	25.0%	25.0%	0.0%	87.5%
Licensed Practical Nurses	0.0%	41.2%	29.4%	5.9%	82.4%
Occupational Therapists	0.0%	14.3%	0.0%	0.0%	85.7%
Occupational Therapy Assistants	0.0%	0.0%	16.7%	16.7%	83.3%
Physical Therapy Assistants	0.0%	16.7%	0.0%	0.0%	66.7%
Physician Assistants	0.0%	0.0%	0.0%	0.0%	0.0%
Registered Nurses (Associate-prepared)	0.0%	38.5%	23.1%	15.4%	84.6%
Registered Nurses (Baccalaureate prepared)	0.0%	36.4%	9.1%	18.2%	81.8%
Respiratory Therapists	0.0%	16.7%	16.7%	0.0%	66.7%
Social Workers - LMSWs	0.0%	20.0%	40.0%	20.0%	80.0%
Speech Language Pathologists	0.0%	20.0%	0.0%	0.0%	60.0%

**Table 201.** Reasons for Recruitment Difficulties at Downstate New York Nursing Homes and Adult Care Facilities, 2025

Occupation	Reasons for Recruitment Difficulties			
	Location/ Transportation issues	Non competitive benefits	Non competitive salaries	Shortage of workers/applicants with specific language or cultural backgrounds
Certified Nurse Aides/Nurse Aides/Patient Care Techs	27.3%	9.1%	54.5%	0.0%
Dietitians/Nutritionists	12.5%	0.0%	87.5%	0.0%
Licensed Practical Nurses	11.8%	11.8%	58.8%	0.0%
Occupational Therapists	28.6%	14.3%	28.6%	0.0%
Occupational Therapy Assistants	16.7%	0.0%	50.0%	0.0%
Physical Therapy Assistants	16.7%	0.0%	16.7%	16.7%
Physician Assistants	0.0%	0.0%	0.0%	0.0%
Registered Nurses (Associate-prepared)	30.8%	15.4%	38.5%	7.7%
Registered Nurses (Baccalaureate prepared)	36.4%	0.0%	27.3%	0.0%
Respiratory Therapists	0.0%	16.7%	83.3%	0.0%
Social Workers - LMSWs	20.0%	0.0%	40.0%	0.0%
Speech Language Pathologists	40.0%	0.0%	20.0%	20.0%

**Table 202.** Reasons for Retention Difficulties at Downstate New York Nursing Homes and Assisted Living Facilities, 2025

Occupation	Reasons for Retention Difficulties				
	Career change	Left due to immigration status change	Left for better benefits	Left for better salary	Left for better work life balance
Certified Nurse Aides/Nurse Aides/Patient Care Techs	45.5%	18.2%	54.5%	81.8%	63.6%
Licensed Practical Nurses	41.7%	0.0%	58.3%	83.3%	58.3%
Registered Nurses (Associate-prepared)	20.0%	10.0%	70.0%	80.0%	80.0%
Registered Nurses (Baccalaureate prepared)	11.1%	11.1%	66.7%	66.7%	88.9%

**Table 203.** Reasons for Retention Difficulties at Downstate New York Nursing Homes and Assisted Living Facilities, 2025

Occupation	Reasons for Retention Difficulties				
	Left for family commitments	Paperwork and regulatory requirements	Pay/hours limited to protect safety net eligibility (Medicaid, food stamps, etc.)	Retirement	Terminated for cause
Certified Nurse Aides/Nurse Aides/Patient Care Techs	36.4%	36.4%	27.3%	54.5%	36.4%
Licensed Practical Nurses	33.3%	33.3%	16.7%	33.3%	33.3%
Registered Nurses (Associate-prepared)	30.0%	20.0%	0.0%	30.0%	30.0%
Registered Nurses (Baccalaureate prepared)	22.2%	22.2%	0.0%	33.3%	33.3%

**c. Home Healthcare**

**Table 204.** Percent of Respondents Who Indicated Recruitment and/or Retention Difficulties at Downstate New York Home Health Care Agencies, 2025

Occupation	Percent of Respondents Indicating Difficulty	
	Recruiting	Retaining
Home Health Aides	10.00%	25.0%
Personal Care Aides	0.00%	18.8%
Registered Nurses (Associate-prepared)	60.00%	50.0%
Registered Nurses (Baccalaureate-prepared)	66.67%	38.9%

**Table 205.** Reasons for Recruitment Difficulties at Downstate New York Home Health Care Agencies, 2025

Occupation	Reasons for Recruitment Difficulties		
	Applicants failed or refused background check or drug test	Location/Transportation issues	Non competitive benefits
Registered Nurses (Baccalaureate-prepared)	0.0%	14.3%	14.3%

**Table 206.** Reasons for Recruitment Difficulties at Downstate New York Home Health Care Agencies, 2025

Occupation	Reasons for Recruitment Difficulties		
	Non competitive salaries	Shortage of workers/applicants	Shortage of workers/applicants with specific language or cultural backgrounds
Registered Nurses (Baccalaureate-prepared)	57.1%	85.7%	28.6%

**Table 207.** Reasons for Retention Difficulties at Downstate New York Home Health Care Agencies, 2025

Occupation	Related Reasons for Retention Difficulties				
	Lack of flexible schedules	Left due to immigration status change	Left for better salary and Benefits	Left for better work life balance	Left for family commitments
Home Health Aides	60.0%	40.0%	100.0%	40.0%	40.0%
Registered Nurses (Associate-prepared)	20.0%	0.0%	80.0%	40.0%	0.0%
Registered Nurses (Baccalaureate-prepared)	42.9%	0.0%	71.4%	14.3%	0.0%

**Table 208.** Reasons for Retention Difficulties at Downstate New York Home Health Care Agencies, 2025

Occupation	Related Reasons for Retention Difficulties				
	Left for job outside of healthcare	Paperwork and regulatory burden	Retirement	Transportation issues	Work hours limited to protect safety net eligibility (Medicaid, food stamps, etc.)
Home Health Aides	40.0%	0.0%	20.0%	40.0%	60.0%
Registered Nurses (Associate-prepared)	0.0%	60.0%	0.0%	20.0%	20.0%
Registered Nurses (Baccalaureate-prepared)	0.0%	57.1%	0.0%	14.3%	28.6%

d. Clinics

**Table 209.** Percent of Respondents Who Indicated Recruitment and/or Retention Difficulties at Downstate New York Clinics, 2025

Occupation	Percent of Respondents Indicating Difficulty	
	Recruiting	Retaining
Credentialed Alcoholism and Substance Abuse Counselors (CASAC)	0.0%	0.0%
Dentists	33.3%	0.0%
LCSW Social Workers	50.0%	33.3%
Licensed Practical Nurses	50.0%	16.7%
LMSW Social Workers	28.6%	33.3%
Nurse Practitioners (All other)	28.6%	0.0%
Nurse Practitioners (Behavioral Health)	0.0%	0.0%
Primary Care Physicians	83.3%	0.0%
Psychiatrists	100.0%	12.5%
Medical Assistants (Certified)	0.0%	0.0%
Registered Nurses (Associate-prepared)	40.0%	20.0%
Registered Nurses (Baccalaureate-prepared)	50.0%	14.3%

**Table 210.** Reasons for Recruitment Difficulties at Downstate New York Clinics, 2025

Occupation	Reasons for Recruitment Difficulties			
	Applicants not following up/skipping appointments (ghosting)	Candidates applying not qualified	Family care giving commitments	Shortage of workers/applicants
LCSW Social Workers	16.7%	50.0%	83.3%	33.3%
Licensed Practical Nurses	16.7%	0.0%	66.7%	16.7%
Primary Care Physicians	0.0%	0.0%	66.7%	16.7%
Psychiatrists	0.0%	0.0%	75.0%	12.5%
Registered Nurses (Baccalaureate-prepared)	0.0%	0.0%	60.0%	20.0%

**Table 211.** Reasons for Recruitment Difficulties at Downstate New York Clinics, 2025

Occupation	Reasons for Recruitment Difficulties			
	Location/ Transportation issues	Non competitive benefits	Non competitive salaries	Shortage of workers/applicants with specific language or cultural backgrounds
LCSW Social Workers	0.0%	33.3%	83.3%	33.3%
Licensed Practical Nurses	0.0%	50.0%	83.3%	16.7%
Primary Care Physicians	0.0%	50.0%	83.3%	33.3%
Psychiatrists	0.0%	25.0%	50.0%	25.0%
Registered Nurses (Baccalaureate-prepared)	0.0%	60.0%	60.0%	0.0%

**Table 212.** Reasons for Retention Difficulties at Downstate New York Clinics, 2025

Occupation	Reasons for Retention Difficulties			
	Career change	Left for better benefits	Left for better salary	Left for better work life balance
LCSW Social Workers	8.3%	33.3%	91.7%	50.0%
Licensed Mental Health Counselors	14.3%	42.9%	57.1%	42.9%
Licensed Practical Nurses	0.0%	41.7%	91.7%	33.3%
LMSW Social Workers	12.5%	62.5%	87.5%	50.0%
Nurse Practitioners (Behavioral Health)	0.0%	0.0%	66.7%	33.3%
Physician Assistants	16.7%	33.3%	66.7%	83.3%
Primary Care Physicians	0.0%	37.5%	87.5%	75.0%
Registered Nurses (Associate-prepared)	7.7%	46.2%	84.6%	38.5%
Registered Nurses (Baccalaureate-prepared)	7.1%	35.7%	85.7%	50.0%

**Table 213.** Reasons for Retention Difficulties at Downstate New York Clinics, 2025

Occupation	Reasons for Retention Difficulties			
	Left for family commitments	Paperwork and regulatory requirements	Pay/hours limited to protect safety net eligibility (Medicaid, food stamps, etc.)	Retirement
LCSW Social Workers	16.7%	33.3%	0.0%	16.7%
Licensed Mental Health Counselors	28.6%	42.9%	0.0%	14.3%
Licensed Practical Nurses	25.0%	8.3%	16.7%	8.3%
LMSW Social Workers	25.0%	37.5%	0.0%	12.5%
Nurse Practitioners (Behavioral Health)	33.3%	33.3%	0.0%	0.0%
Physician Assistants	33.3%	33.3%	0.0%	16.7%
Primary Care Physicians	50.0%	25.0%	0.0%	50.0%
Registered Nurses (Associate-prepared)	30.8%	23.1%	7.7%	7.7%
Registered Nurses (Baccalaureate-prepared)	21.4%	28.6%	7.1%	7.1%

## 5. Healthcare Workforce Production and Projected Need

### a. Graduations

**Table 214.** The Number of Graduations for Selected Healthcare Occupations in New York City, 2020-2024

Occupational Program	School Year					Change Between 2020 and 2024	
	2020	2021	2022	2023	2024	Number	Percent
Audiologists & Speech Language Pathologists <sup>a</sup>	883	1,011	1,009	1,068	982	99	11.2%
Clinical Laboratory Technicians	24	26	44	40	34	10	41.7%
Clinical Laboratory Technologists	102	85	99	110	124	22	21.6%
Creative Arts Therapists <sup>b</sup>	64	75	80	60	92	28	43.8%
Dental Assistants	148	91	139	130	103	-45	-30.4%
Dental Hygienists	212	215	276	211	217	5	2.4%
Dietitians	267	275	289	240	229	-38	-14.2%
Electrocardiograph Technologists and Technicians	131	52	0	20	56	-75	-57.3%
EMTs and Paramedics	46	61	63	74	33	-13	-28.3%
Healthcare Administrators	1,004	1,109	1,148	1,114	1,028	24	2.4%
License Practical Nurses (LPNs)	287	347	433	440	326	39	13.6%
Marriage and Family Therapists	9	22	17	8	11	2	22.2%
Medical Assistants	2,067	1,659	2,072	1,964	1,647	-420	-20.3%
Mental Health Counselors	411	353	381	427	429	18	4.4%
Nurse Midwives	21	15	24	7	21	0	0.0%
Nursing and Patient Care Aides and Assistants	365	200	374	384	374	9	2.5%
Occupational Therapists	257	249	262	284	294	37	14.4%
Occupational Therapy Assistants	46	35	35	35	28	-18	-39.1%
Opticians, Dispensing	50	34	17	28	22	-28	-56.0%
Optometrists	96	99	90	96	98	2	2.1%
Pharmacists	328	325	278	224	221	-107	-32.6%
Pharmacy Technicians/Assistants	154	16	17	19	0	-154	-100.0%
Phlebotomists	361	52	0	18	0	-361	-100.0%
Physical Therapists	306	265	333	276	273	-33	-10.8%
Physical Therapy Assistants	56	47	54	39	49	-7	-12.5%
Physician Assistants	608	602	680	656	550	-58	-9.5%
Radiation Therapists	231	225	258	222	237	6	2.6%
Radiologic Technologists	64	116	122	69	105	41	64.1%
Registered Nurses (RNs) <sup>c</sup>	3,863	3,907	3,945	3,752	3,840	-23	-0.6%
Registered Nurses with Advanced Education <sup>d</sup>	608	804	748	776	786	178	29.3%
Respiratory Therapists	0	43	25	26	34	34	N/A
Respiratory Therapy Assistants	50	24	29	23	26	-24	-48.0%
Social Workers <sup>e</sup>	3,112	3,664	3,612	3,614	3,684	572	18.4%
Substance Abuse/Addiction Counseling	12	23	22	16	18	6	50.0%
Surgical Technology/Technologist	138	94	91	105	127	-11	-8.0%

<sup>a</sup> Audiologists & speech-language pathologists include graduations in audiology, speech-language pathology, and communication sciences and disorders.

<sup>b</sup> Creative arts therapists include graduations in art therapy, dance therapy, and music therapy.

<sup>c</sup> Graduations of BSN completers, those RNs already holding RN diplomas or ADN degrees who obtained BSNs, are excluded from these counts.

<sup>d</sup> Registered nurses with advanced education include graduations or certificates in adult health nursing, clinical nurse specialist, critical care nursing, family practice nursing, geriatric nursing, maternal and child health nursing, palliative care nursing, pediatric nursing, perioperative/OR nursing, public health nursing, women's health nursing, and nursing practice.

<sup>e</sup> Social workers include graduations in social work and in clinical/medical social work.

Sources: Integrated Postsecondary Education Data System; NYS Education Department, and Excelsior College.

**b. Licenses**

**Table 215.** Number of Licensed Individuals in Selected Healthcare Professions in New York City, 2021–2025

Occupation	2021	2022	2023	2024	2025	Change Between 2021 and 2025	
						Number	Percent
Clinical Laboratory Technicians	420	423	414	400	395	-25	-6.0%
Clinical Laboratory Technologists	3,997	3,886	3,898	3,903	3,911	-86	-2.2%
Dental Assistants	149	148	159	178	188	39	26.2%
Dental Hygienists	2,490	2,554	2,556	2,591	2,645	155	6.2%
Dietitians/Nutritionists	1,911	1,929	1,894	1,994	1,979	68	3.6%
Licensed Practical Nurses (LPNs)	13,950	13,421	12,847	12,788	12,076	-1,874	-13.4%
Nurse Practitioners <sup>a</sup>	8,098	8,470	9,167	9,383	10,306	2,208	27.3%
Occupational Therapists	4,238	4,313	4,441	4,574	4,720	482	11.4%
Occupational Therapy Assistants	1,087	1,084	1,034	1,019	985	-102	-9.4%
Pharmacists	7,841	7,979	7,439	8,104	8,169	328	4.2%
Pharmacy Technicians <sup>b</sup>		1,167	2,180	2,718	3,056	3,056	#DIV/0!
Physical Therapists	6,020	6,085	6,183	6,440	6,792	772	12.8%
Physical Therapist Assistants	1,539	1,525	1,521	1,569	1,626	87	5.7%
Physician Assistants	4,823	4,989	5,180	5,423	5,739	916	19.0%
Registered Nurses (RNs)	73,956	75,128	75,874	78,349	80,528	6,572	8.9%
Respiratory Therapists	1,645	1,673	1,637	1,607	1,603	-42	-2.6%
Social Workers <sup>c</sup>	23,528	23,906	24,439	24,962	25,958	2,430	10.3%
Speech-Language Pathologists	5,872	5,944	6,136	6,342	6,547	675	11.5%

<sup>a</sup> Nurse practitioners are licensed as registered nurses and are certified in 1 or more of 16 specialties.

<sup>b</sup> Registered pharmacy technicians were first licensed by New York State in 2021. Counts by county were not available in 2021.

<sup>c</sup> Social workers include both Licensed Clinical Social Workers and Licensed Master Social Workers.

Source: New York State Education Department, Office of Professions.

### c. Employment Projections

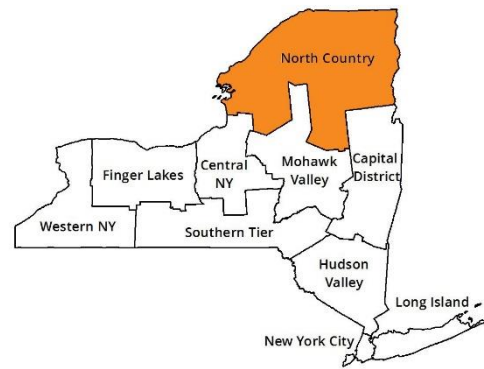
**Table 216.** Employment Projections for Selected Healthcare Occupations for New York City, 2022–2032

Occupational Title	2022	2032	Change Between 2022 and 2032		Average Annual Openings <sup>a</sup>
			Number	Percent	
Cardiovascular Technologists and Technicians	1,490	1,850	360	24.2%	146
Clinical Laboratory Technologists and Technicians	8,420	10,500	2,080	24.7%	808
Dental Assistants	8,660	10,680	2,020	23.3%	1,532
Dental Hygienists	3,430	4,230	800	23.3%	320
Diagnostic Medical Sonographers	2,820	3,850	1,030	36.5%	273
Dietetic Technicians	290	370	80	27.6%	48
Dietitians and Nutritionists	2,340	2,870	530	22.6%	213
Healthcare Social Workers	13,300	16,770	3,470	26.1%	1,617
Home Health & Personal Care Aides	389,090	521,380	132,290	34.0%	80,019
Licensed Practical Nurses	14,580	17,300	2,720	18.7%	1,482
Magnetic Resonance Imaging Technologists	1,100	1,430	330	30.0%	103
Medical Assistants	14,540	19,400	4,860	33.4%	2,646
Medical Transcriptionists	1,170	1,200	30	2.6%	203
Medical and Health Services Managers	13,090	19,270	6,180	47.2%	1,738
Mental Health and Substance Abuse Social Workers	5,560	6,930	1,370	24.6%	567
Nuclear Medicine Technologists	350	420	70	20.0%	27
Nurse Anesthetists	800	1,070	270	33.8%	67
Nurse Midwives	270	340	70	25.9%	27
Nurse Practitioners	6,790	10,950	4,160	61.3%	816
Nursing Assistants	39,230	47,680	8,450	21.5%	6,995
Occupational Therapists	2,510	3,040	530	21.1%	203
Occupational Therapy Assistants	690	850	160	23.2%	126
Orderlies	2,190	2,740	550	25.1%	415
Pharmacists	9,220	10,120	900	9.8%	440
Pharmacy Technicians	9,430	9,500	70	0.7%	857
Phlebotomists	2,610	3,290	680	26.1%	448
Physical Therapist Assistants	900	1,170	270	30.0%	167
Physical Therapists	3,590	4,500	910	25.3%	241
Physician Assistants	6,530	10,050	3,520	53.9%	762
Psychiatric Aides	2,000	2,360	360	18.0%	356
Psychiatric Technicians	980	1,300	320	32.7%	122
Radiation Therapists	480	590	110	22.9%	31
Recreational Therapists	730	900	170	23.3%	77
Registered Nurses	86,760	108,360	21,600	24.9%	7,410
Respiratory Therapists	2,910	3,920	1,010	34.7%	271
Speech-Language Pathologists	4,650	6,120	1,470	31.6%	437

<sup>a</sup>Annual openings reflect creation of new positions in the occupation and replacement for those retiring or otherwise leaving the occupation. Source: NYS Department of Labor, Jobs in Demand/Projects, Long-Term Occupation Projections, 2022–2032.

## H. North Country

The North Country includes the counties of Clinton, Essex, Franklin, Hamilton, Jefferson, Lewis, and Saint Lawrence.



### REGIONAL HIGHLIGHTS

#### Population and Healthcare Indicators

- The North Country region has higher levels of poverty and a slightly higher percent of the population 65 years of age or older than the state as a whole.
- The rates of total deaths, deaths due to all cancers, and deaths due to diabetes are higher in the North Country region than throughout New York State.

#### Healthcare Employment

- Overall, the number of jobs in healthcare settings in the North Country region declined between 2020 and 2024.
- The number of jobs increased in ambulatory care between 2020 and 2024, with the number of jobs in all other healthcare settings decreasing during the same time period.

#### Employer Demand Surveys

- RNs are among the most difficult to recruit and retain in all healthcare settings in upstate New York.
- Hospitals in upstate New York also reported that clinical laboratory technicians, clinical laboratory technologists, LPNs, respiratory therapists, and surgical technicians are the most difficult to recruit.
- Nursing homes and adult care facilities in upstate New York reported that LPNs and speech-language pathologists were among the most difficult to recruit and nurse aide trainees the most to retain.
- Home Health Care Agencies in upstate New York also indicated that occupational therapists, physical therapists, and speech language pathologists were among the most difficult to recruit and retain.
- Clinics in upstate New York reported that dentists, primary care physicians, and psychiatrists were among the most difficult to recruit and retain.
- All settings in upstate New York reported the Shortage of workers/applicants and non-competitive salaries were among the main reasons for recruitment and retention difficulties.
- Nursing homes and assisted living facilities and Home Health Care Agencies in upstate New York also reported that transportation and location were among the main reasons for recruitment and retention difficulties.

#### Healthcare Production and Projected Workforce Need

- Between 2022 and 2032, there are over 1,100 projected average annual openings in the North Country region for home health and personal care aides, and more than 300 average annual openings for RNs.

## 1. Population and Healthcare Indicators

**Table 217.** Selected Population Characteristics for North Country, 2019-2023

Population Characteristics	Regional		Percent of State's Population
	Number	Percent of Region's Population	
Total population	418,750	N/A	2.1%
Population under 100% FPL	56,911	14.6%	13.7%
Population under 200% FPL	128,128	32.8%	28.1%
Population aged birth to 17 years	86,158	20.6%	20.7%
Population aged 65 and older	76,644	18.3%	17.4%
Population female aged 15 to 44	75,526	18.0%	19.8%
Women aged 15 to 19 who had a birth in past 12 months <sup>a</sup>	121	0.9%	0.7%
Women aged 20 to 34 who had a birth in past 12 months <sup>a</sup>	3,804	9.8%	7.1%
Women aged 35 to 50 who had a birth in past 12 months <sup>a</sup>	1,447	4.0%	4.0%
Black/African American, non-Hispanic	12,151	2.9%	13.6%
Hispanic/Latino	16,828	4.0%	19.6%
Asian/Pacific Islander, non-Hispanic	5,161	1.2%	8.9%
American Indian/Native Alaskan, non-Hispanic	4,155	1.0%	0.2%
Two or more/other races	14,573	3.5%	4.3%
Population with less than a high school education <sup>b</sup>	29,467	10.3%	12.1%
Population with a high school diploma or equivalent <sup>b</sup>	146,733	51.4%	39.4%
Population with an associate degree <sup>b</sup>	36,408	12.7%	8.9%
Population with a bachelor's degree <sup>b</sup>	40,665	14.2%	22.0%
Population with a master's degree or higher <sup>b</sup>	32,475	11.4%	17.5%
Home ownership <sup>c</sup>	114,794	67.5%	54.3%

<sup>a</sup> Percent of births from women in that age group compared to total number of women in the age group.

<sup>b</sup> Education levels and rates are based on individuals aged 25 years and older.

<sup>c</sup> Percent of occupied housing units that are owner occupied.

FPL, federal poverty level; N/A, not applicable; mos., months.

Source: US Census, American Community Survey, 5-Year Estimates, 2019-2023.

**Table 218.** Selected Health Indicators for the North Country, 2019-2022

Health Indicator	Region		Statewide	
	Number	Rate	Number	Rate
Total deaths, per 100,000	13,504	1,075.7	558,772	945.9
Deaths due to heart disease, per 100,000	2,921	232.7	133,573	226.1
Deaths due to all cancers, per 100,000	2,729	215.4	97,492	162.0
Deaths due to diabetes, per 100,000 <sup>1</sup>	483	38.5	14,939	25.3
Total births, per 1,000 females aged 15 to 44	13,305	59.1	624,349	53.3
Teen births, per 1,000 females aged 15 to 19	536	13.4	16,046	9.0
Low-birthweight births, as a percent of total births	N/A	N/A	40,644	6.8
Late/no prenatal care, as a percent of total births	N/A	N/A	34,417	5.6
Infant deaths, per 1,000 live births	N/A	N/A	2,609	4.2
Total hospitalizations, per 10,000	125,487	999.6	6,119,424	1,035.9
Total asthma hospitalizations, per 10,000	N/A	N/A	37,203	6.3
Rate of asthma hospitalizations, aged 25-44 per 10,000	N/A	N/A	5,683	3.6
Rate of asthma hospitalizations, aged 45-64 per 10,000	N/A	N/A	7,982	5.2
Pediatric asthma hospitalization, per 10,000	N/A	N/A	16,368	13.4
Diabetes hospitalizations, per 10,000 <sup>1</sup>	2,625	20.9	119,814	20.3
CLRD hospitalizations, per 10,000	2,268	18.1	97,438	16.5
Heart disease hospitalizations, per 10,000	3,778	30.1	150,131	25.4
Total ED visits, per 10,000	554,530	4,417.1	20,876,265	3,534.0

CLRD, chronic lower respiratory disease; ED, emergency department.

N/A: One or more counties were missing information.

Source: New York State Community Health Indicators Report

<sup>1</sup>For those with a primary diagnosis of diabetes.

## 2. Healthcare Sector Employment

**Table 219.** Number of Healthcare Jobs in the North Country Region, by Setting, 2020–2024

Setting	2020	2021	2022	2023	2024	2020 to 2024 Change	
						Number	Percent
Hospitals	9,369	9,125	8,197	7,933	8,139	-1,230	-13.1%
Ambulatory care (excluding home health)	5,642	5,930	5,678	5,873	5,817	175	3.1%
Nursing home and residential care facilities	2,675	2,324	2,022	2,067	2,179	-496	-18.5%
Home healthcare	702	677	648	654	671	-31	-4.4%
<b>Total</b>	<b>18,388</b>	<b>18,056</b>	<b>16,545</b>	<b>16,527</b>	<b>16,806</b>	<b>-1,582</b>	<b>-8.6%</b>

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

### 3. Employment by Occupations

**Table 220.** Number of Jobs and Median Salary for Selected Healthcare Occupations in the North Country, 2024

Occupational Title	Number of Jobs	Median Salary
Cardiovascular Technologists and Technicians	50	\$53,306
Clinical Laboratory Technologists and Technicians	330	\$79,952
Dental Assistants	290	\$46,528
Dental Hygienists	180	\$84,984
Diagnostic Medical Sonographers	90	\$89,114
Dietetic Technicians	30	\$55,703
Dietitians and Nutritionists	120	\$67,477
Emergency Medical Technicians	370	\$43,570
Healthcare Social Workers	330	\$65,366
Home Health & Personal Care Aides	4,550	\$37,757
Licensed Practical and Licensed Vocational Nurses	1,110	\$58,788
Magnetic Resonance Imaging Technologists	40	\$89,734
Medical and Health Services Managers	380	\$121,343
Medical Assistants	460	\$42,662
Medical Records Specialists	220	\$53,875
Medical Secretaries	610	\$41,512
Medical Transcriptionists	20	\$47,880
Mental Health and Substance Abuse Social Workers	340	\$69,259
Nuclear Medicine Technologists	20	\$106,567
Nurse Midwives	N/A	\$142,398
Nurse Practitioners	320	\$135,238
Nursing Assistants	1,260	\$40,407
Occupational Therapists	190	\$87,768
Occupational Therapy Assistants	40	\$60,600
Orderlies	130	\$37,172
Paramedics	200	\$58,080
Pharmacists	360	\$139,633
Pharmacy Aides	100	\$33,595
Pharmacy Technicians	580	\$37,671
Phlebotomists	140	\$41,790
Physical Therapist Aides	30	\$36,834
Physical Therapist Assistants	100	\$59,478
Physical Therapists	270	\$91,826
Physician Assistants	230	\$142,829
Psychiatric Aides	400	\$63,162
Radiation Therapists	20	\$104,031
Radiologic Technologists	310	\$74,877
Recreational Therapists	20	\$59,820
Registered Nurses	3,550	\$89,176
Respiratory Therapists	80	\$84,649
Speech-Language Pathologists	220	\$83,973
Surgical Technologists	80	\$64,451

N/A, not available.

Source: NYS Department of Labor, Employment Statistics, Occupational Wage and Employment Estimates (OES).

## 4. Employer Demand Surveys

### a. Hospitals

**Table 221.** Percent of Respondents Who Indicated Recruitment and/or Retention Difficulties at Upstate New York Hospitals, 2025

Occupations	Percent of Respondents Indicating Difficulty	
	Recruiting	Retaining
Certified Nurse Aides/Nurse Aides/Patient Care Techs	15.4%	30.8%
Clinical Laboratory Technicians	45.5%	9.1%
Clinical Laboratory Technologists	66.7%	11.1%
Community Health Workers	16.7%	16.7%
Credentialed Alcoholism and Substance Abuse Counselors (CASAC)	33.3%	33.3%
Licensed Mental Health Counselors	33.3%	20.0%
Licensed Practical Nurses	46.2%	53.8%
Medical Assistants (Certified)	14.3%	28.6%
Nurse Practitioners (All other)	38.5%	15.4%
Nurse Practitioners (Behavioral Health)	44.4%	22.2%
Pharmacists	38.5%	0.0%
Pharmacy Technicians (Registered)	15.4%	0.0%
Physician Assistants	46.2%	7.7%
Registered Nurses (Associate-prepared)	38.5%	61.5%
Registered Nurses (Baccalaureate-prepared)	61.5%	61.5%
Respiratory Therapists	53.8%	15.4%
Social Workers -- LCSWs	30.0%	10.0%
Social Workers -- LMSWs	27.3%	9.1%
Surgical Technicians	46.2%	15.4%

**Table 222.** Reasons for Recruitment Difficulties at Upstate New York Hospitals, 2025

Occupations	Reasons For Recruitment Difficulties					
	Candidates applying not qualified	Shortage of workers/applicants	Location/Transportation issues	Non competitive benefits	Non competitive salaries	Applicants not following up/skipping appointments (ghosting)
Certified Nurse Aides/Nurse Aides/Patient Care Techs	28.6%	42.9%	42.9%	0.0%	28.6%	28.6%
Clinical Laboratory Technicians	16.7%	83.3%	0.0%	0.0%	16.7%	16.7%
Clinical Laboratory Technologists	28.6%	100.0%	14.3%	0.0%	14.3%	0.0%
Credentialed Alcoholism and Substance Abuse Counselors (CASAC)	60.0%	80.0%	20.0%	0.0%	20.0%	0.0%
Licensed Mental Health Counselors	30.0%	60.0%	10.0%	0.0%	20.0%	0.0%
Licensed Practical Nurses	12.5%	62.5%	37.5%	12.5%	37.5%	25.0%
Nurse Practitioners (All other)	12.5%	62.5%	12.5%	0.0%	25.0%	12.5%
Nurse Practitioners (Behavioral Health)	16.7%	66.7%	16.7%	0.0%	33.3%	0.0%
Pharmacists	10.0%	50.0%	10.0%	0.0%	0.0%	0.0%
Pharmacy Technicians (Registered)	16.7%	50.0%	50.0%	16.7%	16.7%	33.3%
Physician Assistants	28.6%	57.1%	14.3%	0.0%	0.0%	14.3%
Registered Nurses (Associate-prepared)	9.1%	72.7%	9.1%	0.0%	18.2%	27.3%
Registered Nurses (Baccalaureate-prepared)	9.1%	72.7%	9.1%	0.0%	18.2%	27.3%
Respiratory Therapists	8.3%	66.7%	16.7%	0.0%	16.7%	0.0%
Social Workers -- LCSWs	33.3%	55.6%	0.0%	0.0%	11.1%	0.0%
Social Workers -- LMSWs	30.0%	60.0%	10.0%	0.0%	10.0%	0.0%
Surgical Technicians	20.0%	60.0%	0.0%	10.0%	40.0%	10.0%

**Table 223.** Reasons for Retention Difficulties at Upstate New York Hospitals, 2025

Occupations	Reasons For Retention Difficulties					
	Career change	Left for better benefits	Left for better salary	Left for better work life balance	Left for family commitments	Retirement
Certified Nurse Aides/Nurse Aides/Patient Care Techs	62.5%	12.5%	50.0%	25.0%	37.5%	0.0%
Licensed Mental Health Counselors	0.0%	0.0%	40.0%	40.0%	20.0%	0.0%
Licensed Practical Nurses	11.1%	0.0%	44.4%	44.4%	33.3%	11.1%
Registered Nurses (Associate-prepared)	27.3%	9.1%	54.5%	54.5%	54.5%	27.3%
Registered Nurses (Baccalaureate-prepared)	27.3%	9.1%	45.5%	45.5%	45.5%	27.3%
Respiratory Therapists	20.0%	0.0%	100.0%	60.0%	20.0%	20.0%
Social Workers -- LCSWs	20.0%	0.0%	80.0%	60.0%	0.0%	20.0%
Surgical Technicians	11.1%	0.0%	44.4%	44.4%	44.4%	22.2%

**b. Nursing Homes and Adult Care Facilities**

**Table 224.** Percent of Respondents Who Indicated Recruitment and/or Retention Difficulties at Upstate New York State Nursing Homes and Adult Care Facilities

Occupation	Percent of Respondents Indicating Difficulty	
	Recruiting	Retaining
Certified Nurse Aides/Nurse Aides/Patient Care Techs	31.3%	25.0%
Dietitians/Nutritionists	33.3%	12.5%
Home Health Aides	33.3%	11.1%
Licensed Practical Nurses	68.2%	33.3%
MDS Coordinators	41.7%	7.7%
Nurse Aide Trainees	0.0%	66.7%
Nurse Practitioners (All other)	0.0%	0.0%
Occupational Therapists	42.9%	0.0%
Occupational Therapy Assistants	33.3%	0.0%
Patient Care Managers	20.0%	0.0%
Personal Care Aides	40.0%	30.0%
Physical Therapy Assistants	57.1%	0.0%
Physician Assistants	54.5%	0.0%
Registered Nurses (Associate-prepared)	60.0%	13.3%
Registered Nurses (Baccalaureate prepared)	65.0%	10.5%
Residential Care Aides (ACF/ALR)	33.3%	22.2%
Social Workers - BSWs	45.5%	8.3%
Social Workers - LCSWs	20.0%	20.0%
Social Workers - LMSWs	25.0%	12.5%
Speech Language Pathologists	61.5%	7.7%

**Table 225.** Reasons for Recruitment Difficulties at Upstate New York Nursing Homes and Adult Care Facilities, 2025

Occupation	Reasons for Recruitment Difficulties				
	Applicants failed/ refused background checks/ drug tests	Applicants not following up/skipping appointments (ghosting)	Candidates applying not qualified	Family care giving commitments	Shortage of workers/applicants
Certified Nurse Aides/Nurse Aides/Patient Care Techs	40.0%	90.0%	40.0%	70.0%	90.0%
Dietitians/Nutritionists	0.0%	11.1%	33.3%	11.1%	66.7%
Home Health Aides	16.7%	66.7%	83.3%	100.0%	83.3%
Licensed Practical Nurses	17.6%	58.8%	29.4%	35.3%	88.2%
MDS Coordinators	0.0%	0.0%	50.0%	0.0%	33.3%
Nurse Aide Trainees	50.0%	83.3%	33.3%	66.7%	50.0%
Occupational Therapists	0.0%	0.0%	18.2%	0.0%	90.9%
Occupational Therapy Assistants	0.0%	0.0%	20.0%	0.0%	100.0%
Personal Care Aides	37.5%	75.0%	87.5%	37.5%	87.5%
Physical Therapy Assistants	0.0%	0.0%	9.1%	0.0%	90.9%
Physician Assistants	10.0%	0.0%	10.0%	10.0%	10.0%
Registered Nurses (Associate-prepared)	7.7%	30.8%	15.4%	15.4%	100.0%
Registered Nurses (Baccalaureate prepared)	5.9%	29.4%	17.6%	17.6%	88.2%
Residential Care Aides (ACF/ALR)	60.0%	40.0%	80.0%	60.0%	80.0%
Social Workers - BSWs	11.1%	11.1%	44.4%	11.1%	77.8%
Social Workers - LMSWs	14.3%	14.3%	57.1%	14.3%	85.7%
Speech Language Pathologists	0.0%	11.1%	22.2%	11.1%	100.0%

**Table 226.** Reasons for Recruitment Difficulties at Upstate New York Nursing Homes and Adult Care Facilities, 2025

Occupation	Reasons for Recruitment Difficulties			
	Location/ Transportation issues	Non competitive benefits	Non competitive salaries	Shortage of workers/applicants with specific language or cultural backgrounds
Certified Nurse Aides/Nurse Aides/Patient Care Techs	80.0%	30.0%	20.0%	10.0%
Dietitians/Nutritionists	33.3%	11.1%	22.2%	0.0%
Home Health Aides	83.3%	33.3%	33.3%	16.7%
Licensed Practical Nurses	58.8%	29.4%	41.2%	0.0%
MDS Coordinators	33.3%	0.0%	16.7%	0.0%
Nurse Aide Trainees	83.3%	33.3%	33.3%	16.7%
Occupational Therapists	36.4%	18.2%	27.3%	9.1%
Occupational Therapy Assistants	30.0%	20.0%	30.0%	10.0%
Personal Care Aides	50.0%	25.0%	62.5%	0.0%
Physical Therapy Assistants	36.4%	18.2%	27.3%	9.1%
Physician Assistants	10.0%	0.0%	0.0%	0.0%
Registered Nurses (Associate-prepared)	46.2%	15.4%	23.1%	7.7%
Registered Nurses (Baccalaureate prepared)	35.3%	29.4%	47.1%	5.9%
Residential Care Aides (ACF/ALR)	60.0%	20.0%	40.0%	20.0%
Social Workers - BSWs	55.6%	11.1%	22.2%	0.0%
Social Workers - LMSWs	28.6%	14.3%	0.0%	0.0%
Speech Language Pathologists	55.6%	0.0%	11.1%	11.1%

**Table 227.** Reasons for Retention Difficulties at Upstate New York Nursing Homes and Adult Care Facilities, 2025

Occupation	Reasons for Retention Difficulties				
	Career change	Left for better benefits	Left for better salary	Left for better work life balance	Left for family commitments
Certified Nurse Aides/Nurse Aides/Patient Care Techs	50.0%	30.0%	40.0%	50.0%	70.0%
Home Health Aides	83.3%	50.0%	66.7%	33.3%	100.0%
Licensed Practical Nurses	46.2%	53.8%	76.9%	61.5%	61.5%
Nurse Aide Trainees	81.8%	27.3%	36.4%	45.5%	90.9%
Personal Care Aides	57.1%	57.1%	71.4%	57.1%	57.1%
Registered Nurses (Associate-prepared)	25.0%	37.5%	75.0%	50.0%	62.5%
Registered Nurses (Baccalaureate prepared)	40.0%	30.0%	70.0%	60.0%	50.0%
Residential Care Aides (ACF/ALR)	60.0%	60.0%	100.0%	0.0%	20.0%
Speech Language Pathologists	40.0%	20.0%	80.0%	40.0%	20.0%

**Table 228.** Reasons for Retention Difficulties at Upstate New York Nursing Homes and Adult Care Facilities, 2025

Occupation	Reasons for Retention Difficulties				
	Left for family commitments	Paperwork and regulatory requirements	Pay/hours limited to protect safety net eligibility (Medicaid, food stamps, etc.)	Retirement	Terminated for cause
Certified Nurse Aides/Nurse Aides/Patient Care Techs	0.0%	30.0%	50.0%	20.0%	80.0%
Home Health Aides	0.0%	66.7%	50.0%	33.3%	66.7%
Licensed Practical Nurses	0.0%	53.8%	38.5%	30.8%	53.8%
Nurse Aide Trainees	0.0%	36.4%	81.8%	9.1%	63.6%
Personal Care Aides	0.0%	28.6%	57.1%	0.0%	42.9%
Registered Nurses (Associate-prepared)	0.0%	37.5%	0.0%	12.5%	12.5%
Registered Nurses (Baccalaureate prepared)	0.0%	30.0%	20.0%	20.0%	20.0%
Residential Care Aides (ACF/ALR)	0.0%	60.0%	40.0%	0.0%	40.0%
Speech Language Pathologists	0.0%	0.0%	20.0%	0.0%	0.0%

**c. Home Healthcare**

**Table 229.** Percent of Respondents Who Indicated Recruitment and/or Retention Difficulties at Upstate New York Home Health Care Agencies, 2025

Occupation	Percent of Respondents Indicating Difficulty	
	Recruiting	Retaining
Home Health Aides	46.67%	26.7%
LCSW Social Workers	40.00%	20.0%
Licensed Practical Nurses	25.00%	0.0%
LMSW Social Workers	28.57%	0.0%
Occupational Therapists	60.00%	16.7%
Personal Care Aides	16.67%	18.2%
Physical Therapists	80.00%	0.0%
Registered Nurses (Associate-prepared)	28.57%	14.3%
Registered Nurses (Baccalaureate-prepared)	70.00%	33.3%
Speech Language Pathologists	80.00%	20.0%

**Table 230.** Reasons for Recruitment Difficulties at Upstate New York Home Health Care Agencies, 2025

Occupation	Reasons for Recruitment Difficulties		
	Applicants failed or refused background check or drug test	Location/Transportation issues	Non competitive benefits
Home Health Aides	36.4%	81.8%	36.4%
LCSW Social Workers	0.0%	20.0%	0.0%
Licensed Practical Nurses	0.0%	20.0%	0.0%
LMSW Social Workers	0.0%	16.7%	0.0%
Personal Care Aides	42.9%	85.7%	57.1%
Registered Nurses (Associate-prepared)	0.0%	14.3%	14.3%
Registered Nurses (Baccalaureate-prepared)	0.0%	10.0%	10.0%
Speech Language Pathologists	0.0%	0.0%	20.0%

**Table 231.** Reasons for Recruitment Difficulties at Upstate New York Home Health Care Agencies, 2025

Occupation	Reasons for Recruitment Difficulties		
	Non competitive salaries	Shortage of workers/applicants	Shortage of workers/applicants with specific language or cultural backgrounds
Home Health Aides	45.5%	81.8%	18.2%
LCSW Social Workers	20.0%	80.0%	0.0%
Licensed Practical Nurses	40.0%	60.0%	0.0%
LMSW Social Workers	16.7%	50.0%	0.0%
Personal Care Aides	57.1%	71.4%	42.9%
Registered Nurses (Associate-prepared)	42.9%	71.4%	0.0%
Registered Nurses (Baccalaureate-prepared)	50.0%	70.0%	0.0%
Speech Language Pathologists	40.0%	80.0%	0.0%

**Table 232.** Reasons for Retention Difficulties at Upstate New York Home Health Care Agencies, 2025

Occupation	Related Reasons for Retention Difficulties				
	Lack of flexible schedules	Left due to immigration status change	Left for better salary and Benefits	Left for better work life balance	Left for family commitments
Home Health Aides	0.0%	0.0%	100.0%	28.6%	42.9%
Personal Care Aides	0.0%	0.0%	100.0%	20.0%	20.0%
Registered Nurses (Associate-prepared)	0.0%	0.0%	83.3%	33.3%	33.3%
Registered Nurses (Baccalaureate-prepared)	0.0%	0.0%	85.7%	28.6%	28.6%

**Table 233.** Reasons for Retention Difficulties at Upstate New York Home Health Care Agencies, 2025

Occupation	Related Reasons for Retention Difficulties				
	Left for job outside of healthcare	Paperwork and regulatory burden	Retirement	Transportation issues	Work hours limited to protect safety net eligibility (Medicaid, food stamps, etc.)
Home Health Aides	57.1%	42.9%	14.3%	42.9%	57.1%
Personal Care Aides	40.0%	20.0%	20.0%	60.0%	60.0%
Registered Nurses (Associate-prepared)	0.0%	66.7%	16.7%	0.0%	16.7%
Registered Nurses (Baccalaureate-prepared)	0.0%	42.9%	28.6%	0.0%	14.3%

**d. Clinics**

**Table 234.** Percent of Respondents Who Indicated Recruitment and/or Retention Difficulties at Upstate New York Clinics, 2025

Occupation	Percent of Respondents Indicating Difficulty	
	Recruiting	Retaining
Community Health Workers	0.0%	0.0%
Credentialed Alcoholism and Substance Abuse Counselors (CASAC)	20.0%	0.0%
Dental Hygienists	66.7%	14.3%
Dentists	75.0%	12.5%
LCSW Social Workers	57.7%	26.1%
Licensed Mental Health Counselors	27.8%	15.8%
Licensed Practical Nurses	46.7%	26.9%
LMSW Social Workers	40.9%	25.0%
Nurse Practitioners (All other)	36.0%	4.2%
Nurse Practitioners (Behavioral Health)	20.0%	13.3%
Patient Care Managers	23.1%	0.0%
Pharmacists	0.0%	11.1%
Physician Assistants	25.0%	0.0%
Primary Care Physicians	90.9%	10.0%
Psychiatrists	85.7%	7.7%
Medical Assistants (Certified)	0.0%	10.0%
Pharmacy Technicians (Registered)	0.0%	16.7%
Registered Nurses (Associate-prepared)	54.5%	19.0%
Registered Nurses (Baccalaureate-prepared)	56.0%	20.0%

**Table 235.** Reasons for Recruitment Difficulties at Upstate New York Clinics, 2025

Occupation	Reasons for Recruitment Difficulties			
	Applicants not following up/skipping appointments (ghosting)	Candidates applying not qualified	Family care giving commitments	Shortage of workers/applicants
Dental Hygienists	12.5%	0.0%	25.0%	100.0%
Dentists	10.0%	20.0%	10.0%	90.0%
LCSW Social Workers	7.7%	15.4%	15.4%	100.0%
Licensed Mental Health Counselors	22.2%	22.2%	0.0%	77.8%
Licensed Practical Nurses	65.0%	20.0%	20.0%	55.0%
LMSW Social Workers	16.7%	25.0%	16.7%	91.7%
Nurse Practitioners (All other)	8.3%	16.7%	8.3%	83.3%
Nurse Practitioners (Behavioral Health)	0.0%	0.0%	11.1%	88.9%
Physician Assistants	0.0%	11.1%	11.1%	77.8%
Primary Care Physicians	6.3%	18.8%	12.5%	93.8%
Registered Nurses (Associate-prepared)	40.0%	20.0%	6.7%	80.0%
Registered Nurses (Baccalaureate-prepared)	25.0%	31.3%	6.3%	75.0%

**Table 236.** Reasons for Recruitment Difficulties at Upstate New York Clinics, 2025

Occupation	Reasons for Recruitment Difficulties			
	Location/Transportation issues	Non competitive benefits	Non competitive salaries	Shortage of workers/applicants with specific language or cultural backgrounds
Dental Hygienists	50.0%	25.0%	50.0%	0.0%
Dentists	60.0%	20.0%	50.0%	0.0%
LCSW Social Workers	46.2%	23.1%	46.2%	15.4%
Licensed Mental Health Counselors	22.2%	0.0%	33.3%	33.3%
Licensed Practical Nurses	25.0%	20.0%	70.0%	0.0%
LMSW Social Workers	50.0%	25.0%	50.0%	8.3%
Nurse Practitioners (All other)	25.0%	25.0%	41.7%	16.7%
Nurse Practitioners (Behavioral Health)	44.4%	22.2%	22.2%	11.1%
Physician Assistants	33.3%	22.2%	22.2%	22.2%
Primary Care Physicians	37.5%	25.0%	50.0%	12.5%
Registered Nurses (Associate-prepared)	40.0%	26.7%	60.0%	6.7%
Registered Nurses (Baccalaureate-prepared)	37.5%	18.8%	50.0%	12.5%

**Table 237.** Reasons for Retention Difficulties at Upstate New York Clinics, 2025

Occupation	Reasons for Retention Difficulties			
	Career change	Left for better benefits	Left for better salary	Left for better work life balance
LCSW Social Workers	11.1%	33.3%	88.9%	44.4%
Licensed Mental Health Counselors	14.3%	42.9%	57.1%	42.9%
Licensed Practical Nurses	0.0%	44.4%	88.9%	33.3%
LMSW Social Workers	16.7%	66.7%	83.3%	50.0%
Physician Assistants	20.0%	20.0%	60.0%	100.0%
Primary Care Physicians	0.0%	40.0%	100.0%	80.0%
Registered Nurses (Associate-prepared)	9.1%	36.4%	81.8%	45.5%
Registered Nurses (Baccalaureate-prepared)	8.3%	25.0%	83.3%	58.3%
LCSW Social Workers	11.1%	33.3%	88.9%	44.4%

**Table 238.** Reasons for Retention Difficulties at Upstate New York Clinics, 2025

Occupation	Reasons for Retention Difficulties			
	Left for family commitments	Paperwork and regulatory requirements	Pay/hours limited to protect safety net eligibility (Medicaid, food stamps, etc.)	Retirement
LCSW Social Workers	22.2%	44.4%	0.0%	22.2%
Licensed Mental Health Counselors	28.6%	42.9%	0.0%	14.3%
Licensed Practical Nurses	33.3%	11.1%	22.2%	11.1%
LMSW Social Workers	33.3%	50.0%	0.0%	16.7%
Physician Assistants	40.0%	40.0%	0.0%	20.0%
Primary Care Physicians	60.0%	40.0%	0.0%	60.0%
Registered Nurses (Associate-prepared)	36.4%	27.3%	0.0%	9.1%
Registered Nurses (Baccalaureate-prepared)	25.0%	33.3%	0.0%	8.3%
LCSW Social Workers	22.2%	44.4%	0.0%	22.2%

## 5. Healthcare Workforce Production and Projected Need

### a. Graduations

**Table 239.** The Number of Graduations for Selected Healthcare Occupations in the North Country, 2020-2024

Occupational Program	School Year					Change Between 2020 2024	
	2020	2021	2022	2023	2024	Number	Percent
Audiologists & Speech Language Pathologists <sup>a</sup>	47	44	48	39	29	-18	-38.3%
Clinical Laboratory Technologists	9	8	6	4	10	1	11.1%
Clinical Nutritionists	23	15	21	12	11	-12	-52.2%
Healthcare Administrators	92	109	122	136	128	36	39.1%
License Practical Nurses (LPNs)	146	147	120	86	87	-59	-40.4%
Mental Health Counselors	28	19	13	11	22	-6	-21.4%
Occupational Therapists	17	17	17	21	17	0	0.0%
Physical Therapists	20	20	25	20	14	-6	-30.0%
Physical Therapy Assistants	11	9	17	9	10	-1	-9.1%
Physician Assistants	28	29	30	27	24	-4	-14.3%
Radiation Therapists	8	12	24	12	10	2	25.0%
Radiologic Technologists	13	6	10	5	7	-6	-46.2%
Registered Nurses (RNs) <sup>b</sup>	355	345	299	300	321	-34	-9.6%
Social Workers <sup>c</sup>	30	30	29	38	25	-5	-16.7%
Substance Abuse/Addiction Counseling	8	24	24	19	18	10	125.0%

<sup>a</sup> Audiologists & speech-language pathologists include graduations in audiology, speech-language pathology, and communication sciences and disorders.

<sup>b</sup> Graduations of BSN completers, those RNs already holding RN diplomas or ADN degrees who obtained BSNs, are excluded from these counts.

<sup>c</sup> Social workers include graduations in social work and in clinical/medical social work.

Sources: Integrated Postsecondary Education Data System; NYS Education Department, and Excelsior College.

**b. Licenses**

**Table 240.** Number of Licensed Individuals in Selected Healthcare Professions in the North Country, 2021–2025

Occupation	2021	2022	2023	2024	2025	Change Between 2021 and 2025	
						Number	Percent
Clinical Laboratory Technicians	55	52	53	55	56	1	1.8%
Clinical Laboratory Technologists	226	221	226	225	228	2	0.9%
Dental Assistants	58	57	53	55	52	-6	-10.3%
Dental Hygienists	234	233	238	234	239	5	2.1%
Dietitians/Nutritionists	82	83	81	78	82	0	0.0%
Licensed Practical Nurses (LPNs)	2,514	2,371	2,352	2,320	2,218	-296	-11.8%
Nurse Practitioners <sup>a</sup>	378	386	442	447	485	107	28.3%
Occupational Therapists	213	215	218	228	227	14	6.6%
Occupational Therapy Assistants	82	83	77	73	67	-15	-18.3%
Pharmacists	380	386	387	381	385	5	1.3%
Pharmacy Technicians <sup>b</sup>	N/A	37	50	56	57	N/A	N/A
Physical Therapists	395	398	392	403	391	-4	-1.0%
Physical Therapist Assistants	176	177	166	169	182	6	3.4%
Physician Assistants	303	319	310	304	313	10	3.3%
Registered Nurses (RNs)	5,725	5,765	5,868	5,979	5,984	259	4.5%
Respiratory Therapists	85	86	80	83	80	-5	-5.9%
Social Workers <sup>c</sup>	546	561	615	630	678	132	24.2%
Speech-Language Pathologists	279	285	288	288	288	9	3.2%

<sup>a</sup> Nurse practitioners are licensed as registered nurses and are certified in 1 or more of 16 specialties.

<sup>b</sup> Registered pharmacy technicians were first licensed by New York State in 2021. Counts by county were not available in 2021.

<sup>c</sup> Social workers include both Licensed Clinical Social Workers and Licensed Master Social Workers.

Source: New York State Education Department, Office of Professions.

### c. Employment Projections

**Table 241.** Employment Projections for Selected Healthcare Occupations for the North Country, 2022–2032

Occupational Title	2022	2032	Change Between 2022 and 2032		Average Annual Openings <sup>a</sup>
			Number	Percent	
Cardiovascular Technologists and Technicians	60	80	20	33.3%	2
Clinical Laboratory Technologists and Technicians	300	380	80	26.7%	28
Dental Assistants	370	450	80	21.6%	58
Dental Hygienists	230	290	60	26.1%	26
Diagnostic Medical Sonographers	80	110	30	37.5%	3
Dietetic Technicians	50	70	20	40.0%	2
Dietitians and Nutritionists	90	110	20	22.2%	2
Healthcare Social Workers	310	390	80	25.8%	38
Home Health and Personal Care Aides	5,350	7,190	1,840	34.4%	1,104
Licensed Practical and Licensed Vocational Nurses	1,120	1,370	250	22.3%	115
Magnetic Resonance Imaging Technologists	30	40	10	33.3%	1
Medical Assistants	190	260	70	36.8%	37
Medical and Health Services Managers	420	640	220	52.4%	62
Mental Health and Substance Abuse Social Workers	240	300	60	25.0%	26
Nurse Anesthetists	30	40	10	33.3%	1
Nurse Practitioners	270	460	190	70.4%	39
Nursing Assistants	1,430	1,770	340	23.8%	264
Occupational Therapists	140	170	30	21.4%	13
Occupational Therapy Assistants	50	60	10	20.0%	1
Orderlies	40	50	10	25.0%	1
Pharmacists	330	370	40	12.1%	24
Pharmacy Aides	60	60	0	0.0%	10
Pharmacy Technicians	510	510	0	0.0%	50
Phlebotomists	120	160	40	33.3%	24
Physical Therapist Assistants	80	110	30	37.5%	13
Physical Therapists	240	310	70	29.2%	17
Physician Assistants	220	350	130	59.1%	33
Psychiatric Aides	490	610	120	24.5%	92
Radiation Therapists	20	30	10	50.0%	1
Recreational Therapists	20	30	10	50.0%	1
Registered Nurses	3,350	4,300	950	28.4%	305
Respiratory Therapists	90	120	30	33.3%	3
Speech-Language Pathologists	200	260	60	30.0%	26

<sup>a</sup>Annual openings reflect creation of new positions in the occupation and replacement for those retiring or otherwise leaving the occupation.

Source: NYS Department of Labor, Jobs in Demand/Projects, Long-Term Occupation Projections, 2022–2032.

## I. Southern Tier

The Southern Tier region includes the counties of Broome, Chemung, Chenango, Delaware, Schuyler, Steuben, Tioga, and Tompkins.



### REGIONAL HIGHLIGHTS

#### Population and Healthcare Indicators

- The Southern Tier region has higher levels of poverty as well as a higher percent of the population 65 years of age or older than the state as a whole.
- The rates of total deaths, deaths due to heart disease, deaths due to all cancers, and deaths due to diabetes were higher in the Southern Tier region than throughout New York State.

#### Healthcare Employment

- Overall, the number of jobs in healthcare settings in the Southern Tier region increased between 2020 and 2024.
- The number of jobs in hospitals and in ambulatory care in the Southern Tier region increased between 2020 and 2024. In contrast, the number of jobs in nursing homes and in home healthcare all declined during the same time period.

#### Employer Demand Surveys

- RNs are among the most difficult to recruit and retain in all healthcare settings in upstate New York.
- Hospitals in upstate New York also reported that clinical laboratory technicians, clinical laboratory technologists, LPNs, respiratory therapists, and surgical technicians are the most difficult to recruit.
- Nursing homes and adult care facilities in upstate New York reported that LPNs and speech-language pathologists were among the most difficult to recruit and nurse aide trainees the most to retain.
- Home Health Care Agencies in upstate New York also indicated that occupational therapists, physical therapists, and speech language pathologists were among the most difficult to recruit and retain.
- Clinics in upstate New York reported that dentists, primary care physicians, and psychiatrists were among the most difficult to recruit and retain.
- All settings in upstate New York reported the Shortage of workers/applicants and non-competitive salaries were among the main reasons for recruitment and retention difficulties.
- Nursing homes and assisted living facilities and Home Health Care Agencies in upstate New York also reported that transportation and location were among the main reasons for recruitment and retention difficulties.

#### Healthcare Production and Projected Workforce Need

- Between 2022 and 2032, 1,200 projected average annual openings are projected in the Southern Tier region for home health and personal care aides. During the same time period, it is projected to be slightly less than 500 average annual openings for RNs.

## 1. Population and Healthcare Indicators

**Table 242.** Selected Population Characteristics for the Southern Tier, 2019-2023

Population Characteristics	Regional		Percent of State's Population
	Number	Percent of Region's Population	
Total population	633,547	N/A	3.2%
Population under 100% FPL	94,419	15.7%	13.7%
Population under 200% FPL	196,267	32.7%	28.1%
Population aged birth to 17 years	120,883	19.1%	20.7%
Population aged 65 and older	127,017	20.0%	17.4%
Population female aged 15 to 44	120,755	19.1%	19.8%
Women aged 15 to 19 who had a birth in past 12 months <sup>a</sup>	306	1.3%	0.7%
Women aged 20 to 34 who had a birth in past 12 months <sup>a</sup>	4,803	7.9%	7.1%
Women aged 35 to 50 who had a birth in past 12 months <sup>a</sup>	1,647	2.9%	4.0%
Black/African American, non-Hispanic	21,303	3.4%	13.6%
Hispanic/Latino	26,772	4.2%	19.6%
Asian/Pacific Islander, non-Hispanic	23,665	3.7%	8.9%
American Indian/Native Alaskan, non-Hispanic	554	0.1%	0.2%
Two or more/other races	25,821	4.1%	4.3%
Population with less than a high school education <sup>b</sup>	36,034	8.3%	12.1%
Population with a high school diploma or equivalent <sup>b</sup>	204,144	47.3%	39.4%
Population with an associate degree <sup>b</sup>	54,658	12.7%	8.9%
Population with a bachelor's degree <sup>b</sup>	69,715	16.1%	22.0%
Population with a master's degree or higher <sup>b</sup>	67,245	15.6%	17.5%
Home ownership <sup>c</sup>	180,332	68.0%	54.3%

<sup>a</sup> Percent of births from women in that age group compared to total number of women in the age group.

<sup>b</sup> Education levels and rates are based on individuals aged 25 years and older.

<sup>c</sup> Percent of occupied housing units that are owner occupied.

FPL, federal poverty level; N/A, not applicable; mos., months.

Source: US Census, American Community Survey, 5-Year Estimates, 2019-2023.

**Table 243.** Selected Health Indicators for the Southern Tier, 2019-2022

Health Indicator	Region		Statewide	
	Number	Rate	Number	Rate
Total deaths, per 100,000	23,122	1,215.0	558,772	945.9
Deaths due to heart disease, per 100,000	5,027	264.2	133,573	226.1
Deaths due to all cancers, per 100,000	4,099	214.3	97,492	162.0
Deaths due to diabetes, per 100,000	680	35.7	14,939	25.3
Total births, per 1,000 females aged 15 to 44	16,954	46.5	624,349	53.3
Teen births, per 1,000 females aged 15 to 19	737	10.6	16,046	9.0
Low-birthweight births, as a percent of total births	1,007	6.2	40,644	6.8
Late/no prenatal care, as a percent of total births	913	5.4	34,417	5.6
Infant deaths, per 1,000 live births	87	5.1	2,609	4.2
Total hospitalizations, per 10,000	170,912	898.1	6,119,424	1,035.9
Total asthma hospitalizations, per 10,000	N/A	N/A	37,203	6.3
Rate of asthma hospitalizations, aged 25-44 per 10,000	N/A	N/A	5,683	3.6
Rate of asthma hospitalizations, aged 45-64 per 10,000	N/A	N/A	7,982	5.2
Pediatric asthma hospitalization, per 10,000	N/A	N/A	16,368	13.4
Diabetes hospitalizations, per 10,000	3,184	16.7	119,814	20.3
CLRD hospitalizations, per 10,000	2,577	13.6	97,438	16.5
Heart disease hospitalizations, per 10,000	4,720	24.8	150,131	25.4
Total ED visits, per 10,000	713,534	3,749.6	20,876,265	3,534.0

CLRD, chronic lower respiratory disease; ED, emergency department.

N/A: One or more counties were missing information.

Source: New York State Community Health Indicators Report

<sup>1</sup>For those with a primary diagnosis of diabetes.

## 2. Healthcare Sector Employment

**Table 244.** Number of Healthcare Jobs in the Southern Tier Region, by Setting, 2020–2024

Setting	2020	2021	2022	2023	2024	2020 to 2024 Change	
						Number	Percent
Hospitals	13,198	12,978	12,645	13,273	13,754	556	4.2%
Ambulatory care (excluding home health)	7,495	7,824	8,223	3,812	8,680	1,185	15.8%
Nursing home and residential care facilities	6,126	5,524	5,366	5,555	5,794	-332	-5.4%
Home healthcare	948	893	806	813	852	-96	-10.1%
<b>Total</b>	<b>27,767</b>	<b>27,219</b>	<b>27,040</b>	<b>23,453</b>	<b>29,080</b>	<b>1,313</b>	<b>4.7%</b>

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

### 3. Employment by Occupations

**Table 245.** Number of Jobs and Median Salary for Selected Healthcare Occupations in the Southern Tier, 2024

Occupational Title	Number of Jobs	Median Salary
Audiologists	N/A	\$94,607
Cardiovascular Technologists and Technicians	80	\$82,025
Clinical Laboratory Technologists and Technicians	450	\$73,875
Dental Assistants	510	\$46,712
Dental Hygienists	350	\$77,882
Diagnostic Medical Sonographers	160	\$86,439
Dietetic Technicians	50	\$44,649
Dietitians and Nutritionists	170	\$74,413
Emergency Medical Technicians	380	\$41,346
Healthcare Social Workers	580	\$55,693
Home Health & Personal Care Aides	5,620	\$37,659
Licensed Practical and Licensed Vocational Nurses	1,650	\$60,732
Magnetic Resonance Imaging Technologists	70	\$92,782
Medical and Health Services Managers	690	\$117,508
Medical Assistants	850	\$42,524
Medical Records Specialists	270	\$49,689
Medical Secretaries	1,230	\$43,891
Medical Transcriptionists	50	\$41,261
Mental Health and Substance Abuse Social Workers	350	\$75,440
Nuclear Medicine Technologists	N/A	\$100,719
Nurse Midwives	N/A	\$132,069
Nurse Practitioners	710	\$134,388
Nursing Assistants	2,920	\$40,289
Occupational Therapists	300	\$82,533
Occupational Therapy Assistants	60	\$65,458
Orderlies	120	\$39,861
Paramedics	210	\$58,039
Pharmacists	500	\$137,477
Pharmacy Aides	110	\$39,548
Pharmacy Technicians	640	\$39,313
Phlebotomists	180	\$41,558
Physical Therapist Aides	70	\$36,244
Physical Therapist Assistants	160	\$58,702
Physical Therapists	470	\$91,339
Physician Assistants	480	\$136,003
Psychiatric Aides	240	\$55,270
Radiation Therapists	N/A	\$101,523
Radiologic Technologists	420	\$80,056
Recreational Therapists	N/A	\$69,080
Registered Nurses	5,290	\$96,385
Respiratory Therapists	190	\$92,533
Speech-Language Pathologists	300	\$82,236
Surgical Technologists	130	\$65,441

N/A, not available.

Source: NYS Department of Labor, Employment Statistics, Occupational Wage and Employment Estimates (OES)

## 4. Employer Demand Surveys

### a. Hospitals

**Table 246.** Percent of Respondents Who Indicated Recruitment and/or Retention Difficulties at Upstate New York Hospitals, 2025

Occupations	Percent of Respondents Indicating Difficulty	
	Recruiting	Retaining
Certified Nurse Aides/Nurse Aides/Patient Care Techs	15.4%	30.8%
Clinical Laboratory Technicians	45.5%	9.1%
Clinical Laboratory Technologists	66.7%	11.1%
Community Health Workers	16.7%	16.7%
Credentialed Alcoholism and Substance Abuse Counselors (CASAC)	33.3%	33.3%
Licensed Mental Health Counselors	33.3%	20.0%
Licensed Practical Nurses	46.2%	53.8%
Medical Assistants (Certified)	14.3%	28.6%
Nurse Practitioners (All other)	38.5%	15.4%
Nurse Practitioners (Behavioral Health)	44.4%	22.2%
Pharmacists	38.5%	0.0%
Pharmacy Technicians (Registered)	15.4%	0.0%
Physician Assistants	46.2%	7.7%
Registered Nurses (Associate-prepared)	38.5%	61.5%
Registered Nurses (Baccalaureate-prepared)	61.5%	61.5%
Respiratory Therapists	53.8%	15.4%
Social Workers -- LCSWs	30.0%	10.0%
Social Workers -- LMSWs	27.3%	9.1%
Surgical Technicians	46.2%	15.4%

**Table 247.** Reasons for Recruitment Difficulties at Upstate New York Hospitals, 2025

Occupations	Reasons For Recruitment Difficulties					
	Candidates applying not qualified	Shortage of workers/applicants	Location/Transportation issues	Non competitive benefits	Non competitive salaries	Applicants not following up/skipping appointments (ghosting)
Certified Nurse Aides/Nurse Aides/Patient Care Techs	28.6%	42.9%	42.9%	0.0%	28.6%	28.6%
Clinical Laboratory Technicians	16.7%	83.3%	0.0%	0.0%	16.7%	16.7%
Clinical Laboratory Technologists	28.6%	100.0%	14.3%	0.0%	14.3%	0.0%
Credentialed Alcoholism and Substance Abuse Counselors (CASAC)	60.0%	80.0%	20.0%	0.0%	20.0%	0.0%
Licensed Mental Health Counselors	30.0%	60.0%	10.0%	0.0%	20.0%	0.0%
Licensed Practical Nurses	12.5%	62.5%	37.5%	12.5%	37.5%	25.0%
Nurse Practitioners (All other)	12.5%	62.5%	12.5%	0.0%	25.0%	12.5%
Nurse Practitioners (Behavioral Health)	16.7%	66.7%	16.7%	0.0%	33.3%	0.0%
Pharmacists	10.0%	50.0%	10.0%	0.0%	0.0%	0.0%
Pharmacy Technicians (Registered)	16.7%	50.0%	50.0%	16.7%	16.7%	33.3%
Physician Assistants	28.6%	57.1%	14.3%	0.0%	0.0%	14.3%
Registered Nurses (Associate-prepared)	9.1%	72.7%	9.1%	0.0%	18.2%	27.3%
Registered Nurses (Baccalaureate-prepared)	9.1%	72.7%	9.1%	0.0%	18.2%	27.3%
Respiratory Therapists	8.3%	66.7%	16.7%	0.0%	16.7%	0.0%
Social Workers -- LCSWs	33.3%	55.6%	0.0%	0.0%	11.1%	0.0%
Social Workers -- LMSWs	30.0%	60.0%	10.0%	0.0%	10.0%	0.0%
Surgical Technicians	20.0%	60.0%	0.0%	10.0%	40.0%	10.0%

**Table 248.** Reasons for Retention Difficulties at Upstate New York Hospitals, 2025

Occupations	Reasons For Retention Difficulties					
	Career change	Left for better benefits	Left for better salary	Left for better work life balance	Left for family commitments	Retirement
Certified Nurse Aides/Nurse Aides/Patient Care Techs	62.5%	12.5%	50.0%	25.0%	37.5%	0.0%
Licensed Mental Health Counselors	0.0%	0.0%	40.0%	40.0%	20.0%	0.0%
Licensed Practical Nurses	11.1%	0.0%	44.4%	44.4%	33.3%	11.1%
Registered Nurses (Associate-prepared)	27.3%	9.1%	54.5%	54.5%	54.5%	27.3%
Registered Nurses (Baccalaureate-prepared)	27.3%	9.1%	45.5%	45.5%	45.5%	27.3%
Respiratory Therapists	20.0%	0.0%	100.0%	60.0%	20.0%	20.0%
Social Workers -- LCSWs	20.0%	0.0%	80.0%	60.0%	0.0%	20.0%
Surgical Technicians	11.1%	0.0%	44.4%	44.4%	44.4%	22.2%

**b. Nursing Homes and Adult Care Facilities**

**Table 249.** Percent of Respondents Who Indicated Recruitment and/or Retention Difficulties at Upstate New York Nursing Homes and Adult Care Facilities, 2025

Occupation	Percent of Respondents Indicating Difficulty	
	Recruiting	Retaining
Certified Nurse Aides/Nurse Aides/Patient Care Techs	31.3%	25.0%
Dietitians/Nutritionists	33.3%	12.5%
Home Health Aides	33.3%	11.1%
Licensed Practical Nurses	68.2%	33.3%
MDS Coordinators	41.7%	7.7%
Nurse Aide Trainees	0.0%	66.7%
Nurse Practitioners (All other)	0.0%	0.0%
Occupational Therapists	42.9%	0.0%
Occupational Therapy Assistants	33.3%	0.0%
Patient Care Managers	20.0%	0.0%
Personal Care Aides	40.0%	30.0%
Physical Therapy Assistants	57.1%	0.0%
Physician Assistants	54.5%	0.0%
Registered Nurses (Associate-prepared)	60.0%	13.3%
Registered Nurses (Baccalaureate prepared)	65.0%	10.5%
Residential Care Aides (ACF/ALR)	33.3%	22.2%
Social Workers - BSWs	45.5%	8.3%
Social Workers - LCSWs	20.0%	20.0%
Social Workers - LMSWs	25.0%	12.5%
Speech Language Pathologists	61.5%	7.7%

**Table 250** Reasons for Recruitment Difficulties at Upstate New York Nursing Homes and Adult Care Facilities, 2025

Occupation	Reasons for Recruitment Difficulties				
	Applicants failed/ refused background checks/ drug tests	Applicants not following up/skipping appointments (ghosting)	Candidates applying not qualified	Family care giving commitments	Shortage of workers/applicants
Certified Nurse Aides/Nurse Aides/Patient Care Techs	40.0%	90.0%	40.0%	70.0%	90.0%
Dietitians/Nutritionists	0.0%	11.1%	33.3%	11.1%	66.7%
Home Health Aides	16.7%	66.7%	83.3%	100.0%	83.3%
Licensed Practical Nurses	17.6%	58.8%	29.4%	35.3%	88.2%
MDS Coordinators	0.0%	0.0%	50.0%	0.0%	33.3%
Nurse Aide Trainees	50.0%	83.3%	33.3%	66.7%	50.0%
Occupational Therapists	0.0%	0.0%	18.2%	0.0%	90.9%
Occupational Therapy Assistants	0.0%	0.0%	20.0%	0.0%	100.0%
Personal Care Aides	37.5%	75.0%	87.5%	37.5%	87.5%
Physical Therapy Assistants	0.0%	0.0%	9.1%	0.0%	90.9%
Physician Assistants	10.0%	0.0%	10.0%	10.0%	10.0%
Registered Nurses (Associate-prepared)	7.7%	30.8%	15.4%	15.4%	100.0%
Registered Nurses (Baccalaureate prepared)	5.9%	29.4%	17.6%	17.6%	88.2%
Residential Care Aides (ACF/ALR)	60.0%	40.0%	80.0%	60.0%	80.0%
Social Workers - BSWs	11.1%	11.1%	44.4%	11.1%	77.8%
Social Workers - LMSWs	14.3%	14.3%	57.1%	14.3%	85.7%
Speech Language Pathologists	0.0%	11.1%	22.2%	11.1%	100.0%

**Table 251.** Reasons for Recruitment Difficulties at Upstate New York Nursing Homes and Adult Care Facilities, 2025

Occupation	Reasons for Recruitment Difficulties			
	Location/ Transportation issues	Non competitive benefits	Non competitive salaries	Shortage of workers/applicants with specific language or cultural backgrounds
Certified Nurse Aides/Nurse Aides/Patient Care Techs	80.0%	30.0%	20.0%	10.0%
Dietitians/Nutritionists	33.3%	11.1%	22.2%	0.0%
Home Health Aides	83.3%	33.3%	33.3%	16.7%
Licensed Practical Nurses	58.8%	29.4%	41.2%	0.0%
MDS Coordinators	33.3%	0.0%	16.7%	0.0%
Nurse Aide Trainees	83.3%	33.3%	33.3%	16.7%
Occupational Therapists	36.4%	18.2%	27.3%	9.1%
Occupational Therapy Assistants	30.0%	20.0%	30.0%	10.0%
Personal Care Aides	50.0%	25.0%	62.5%	0.0%
Physical Therapy Assistants	36.4%	18.2%	27.3%	9.1%
Physician Assistants	10.0%	0.0%	0.0%	0.0%
Registered Nurses (Associate-prepared)	46.2%	15.4%	23.1%	7.7%
Registered Nurses (Baccalaureate prepared)	35.3%	29.4%	47.1%	5.9%
Residential Care Aides (ACF/ALR)	60.0%	20.0%	40.0%	20.0%
Social Workers - BSWs	55.6%	11.1%	22.2%	0.0%
Social Workers - LMSWs	28.6%	14.3%	0.0%	0.0%
Speech Language Pathologists	55.6%	0.0%	11.1%	11.1%

**Table 252.** Reasons for Retention Difficulties at Upstate New York Nursing Homes and Adult Care Facilities, 2025

Occupation	Reasons for Retention Difficulties				
	Career change	Left for better benefits	Left for better salary	Left for better work life balance	Left for family commitments
Certified Nurse Aides/Nurse Aides/Patient Care Techs	50.0%	30.0%	40.0%	50.0%	70.0%
Home Health Aides	83.3%	50.0%	66.7%	33.3%	100.0%
Licensed Practical Nurses	46.2%	53.8%	76.9%	61.5%	61.5%
Nurse Aide Trainees	81.8%	27.3%	36.4%	45.5%	90.9%
Personal Care Aides	57.1%	57.1%	71.4%	57.1%	57.1%
Registered Nurses (Associate-prepared)	25.0%	37.5%	75.0%	50.0%	62.5%
Registered Nurses (Baccalaureate prepared)	40.0%	30.0%	70.0%	60.0%	50.0%
Residential Care Aides (ACF/ALR)	60.0%	60.0%	100.0%	0.0%	20.0%
Speech Language Pathologists	40.0%	20.0%	80.0%	40.0%	20.0%

**Table 253.** Reasons for Retention Difficulties at Upstate New York Nursing Homes and Adult Care Facilities, 2025

Occupation	Reasons for Retention Difficulties				
	Left for family commitments	Paperwork and regulatory requirements	Pay/hours limited to protect safety net eligibility (Medicaid, food stamps, etc.)	Retirement	Terminated for cause
Certified Nurse Aides/Nurse Aides/Patient Care Techs	0.0%	30.0%	50.0%	20.0%	80.0%
Home Health Aides	0.0%	66.7%	50.0%	33.3%	66.7%
Licensed Practical Nurses	0.0%	53.8%	38.5%	30.8%	53.8%
Nurse Aide Trainees	0.0%	36.4%	81.8%	9.1%	63.6%
Personal Care Aides	0.0%	28.6%	57.1%	0.0%	42.9%
Registered Nurses (Associate-prepared)	0.0%	37.5%	0.0%	12.5%	12.5%
Registered Nurses (Baccalaureate prepared)	0.0%	30.0%	20.0%	20.0%	20.0%
Residential Care Aides (ACF/ALR)	0.0%	60.0%	40.0%	0.0%	40.0%
Speech Language Pathologists	0.0%	0.0%	20.0%	0.0%	0.0%

**c. Home Healthcare**

**Table 254.** Percent of Respondents Who Indicated Recruitment and/or Retention Difficulties at Upstate New York Home Health Care Agencies, 2025

Occupation	Percent of Respondents Indicating Difficulty	
	Recruiting	Retaining
Home Health Aides	46.67%	26.7%
LCSW Social Workers	40.00%	20.0%
Licensed Practical Nurses	25.00%	0.0%
LMSW Social Workers	28.57%	0.0%
Occupational Therapists	60.00%	16.7%
Personal Care Aides	16.67%	18.2%
Physical Therapists	80.00%	0.0%
Registered Nurses (Associate-prepared)	28.57%	14.3%
Registered Nurses (Baccalaureate-prepared)	70.00%	33.3%
Speech Language Pathologists	80.00%	20.0%

**Table 255.** Reasons for Recruitment Difficulties at Upstate New York Home Health Care Agencies, 2025

Occupation	Reasons for Recruitment Difficulties		
	Applicants failed or refused background check or drug test	Location/ Transportation issues	Non competitive benefits
Home Health Aides	36.4%	81.8%	36.4%
LCSW Social Workers	0.0%	20.0%	0.0%
Licensed Practical Nurses	0.0%	20.0%	0.0%
LMSW Social Workers	0.0%	16.7%	0.0%
Personal Care Aides	42.9%	85.7%	57.1%
Registered Nurses (Associate-prepared)	0.0%	14.3%	14.3%
Registered Nurses (Baccalaureate-prepared)	0.0%	10.0%	10.0%
Speech Language Pathologists	0.0%	0.0%	20.0%

**Table 256.** Reasons for Recruitment Difficulties at Upstate New York Home Health Care Agencies, 2025

Occupation	Reasons for Recruitment Difficulties		
	Non competitive salaries	Shortage of workers/applicants	Shortage of workers/applicants with specific language or cultural backgrounds
Home Health Aides	45.5%	81.8%	18.2%
LCSW Social Workers	20.0%	80.0%	0.0%
Licensed Practical Nurses	40.0%	60.0%	0.0%
LMSW Social Workers	16.7%	50.0%	0.0%
Personal Care Aides	57.1%	71.4%	42.9%
Registered Nurses (Associate-prepared)	42.9%	71.4%	0.0%
Registered Nurses (Baccalaureate-prepared)	50.0%	70.0%	0.0%
Speech Language Pathologists	40.0%	80.0%	0.0%

**Table 257.** Reasons for Retention Difficulties at Upstate New York Home Health Care Agencies, 2025

Occupation	Related Reasons for Retention Difficulties				
	Lack of flexible schedules	Left due to immigration status change	Left for better salary and Benefits	Left for better work life balance	Left for family commitments
Home Health Aides	0.0%	0.0%	100.0%	28.6%	42.9%
Personal Care Aides	0.0%	0.0%	100.0%	20.0%	20.0%
Registered Nurses (Associate-prepared)	0.0%	0.0%	83.3%	33.3%	33.3%
Registered Nurses (Baccalaureate-prepared)	0.0%	0.0%	85.7%	28.6%	28.6%

**Table 258.** Reasons for Retention Difficulties at Upstate New York Home Health Care Agencies, 2025

Occupation	Related Reasons for Retention Difficulties				
	Left for job outside of healthcare	Paperwork and regulatory burden	Retirement	Transportation issues	Work hours limited to protect safety net eligibility (Medicaid, food stamps, etc.)
Home Health Aides	57.1%	42.9%	14.3%	42.9%	57.1%
Personal Care Aides	40.0%	20.0%	20.0%	60.0%	60.0%
Registered Nurses (Associate-prepared)	0.0%	66.7%	16.7%	0.0%	16.7%
Registered Nurses (Baccalaureate-prepared)	0.0%	42.9%	28.6%	0.0%	14.3%

d. Clinics

**Table 259.** Percent of Respondents Who Indicated Recruitment and/or Retention Difficulties at Upstate New York Clinics, 2025

Occupation	Percent of Respondents Indicating Difficulty	
	Recruiting	Retaining
Community Health Workers	0.0%	0.0%
Credentialed Alcoholism and Substance Abuse Counselors (CASAC)	20.0%	0.0%
Dental Hygienists	66.7%	14.3%
Dentists	75.0%	12.5%
LCSW Social Workers	57.7%	26.1%
Licensed Mental Health Counselors	27.8%	15.8%
Licensed Practical Nurses	46.7%	26.9%
LMSW Social Workers	40.9%	25.0%
Nurse Practitioners (All other)	36.0%	4.2%
Nurse Practitioners (Behavioral Health)	20.0%	13.3%
Patient Care Managers	23.1%	0.0%
Pharmacists	0.0%	11.1%
Physician Assistants	25.0%	0.0%
Primary Care Physicians	90.9%	10.0%
Psychiatrists	85.7%	7.7%
Medical Assistants (Certified)	0.0%	10.0%
Pharmacy Technicians (Registered)	0.0%	16.7%
Registered Nurses (Associate-prepared)	54.5%	19.0%
Registered Nurses (Baccalaureate-prepared)	56.0%	20.0%

**Table 260.** Reasons for Recruitment Difficulties at Upstate New York Clinics, 2025

Occupation	Reasons for Recruitment Difficulties			
	Applicants not following up/skipping appointments (ghosting)	Candidates applying not qualified	Family care giving commitments	Shortage of workers/applicants
Dental Hygienists	12.5%	0.0%	25.0%	100.0%
Dentists	10.0%	20.0%	10.0%	90.0%
LCSW Social Workers	7.7%	15.4%	15.4%	100.0%
Licensed Mental Health Counselors	22.2%	22.2%	0.0%	77.8%
Licensed Practical Nurses	65.0%	20.0%	20.0%	55.0%
LMSW Social Workers	16.7%	25.0%	16.7%	91.7%
Nurse Practitioners (All other)	8.3%	16.7%	8.3%	83.3%
Nurse Practitioners (Behavioral Health)	0.0%	0.0%	11.1%	88.9%
Physician Assistants	0.0%	11.1%	11.1%	77.8%
Primary Care Physicians	6.3%	18.8%	12.5%	93.8%
Registered Nurses (Associate-prepared)	40.0%	20.0%	6.7%	80.0%
Registered Nurses (Baccalaureate-prepared)	25.0%	31.3%	6.3%	75.0%

**Table 261.** Reasons for Recruitment Difficulties at Upstate New York Clinics, 2025

Occupation	Reasons for Recruitment Difficulties			
	Location/ Transportation issues	Non competitive benefits	Non competitive salaries	Shortage of workers/applicants with specific language or cultural backgrounds
Dental Hygienists	50.0%	25.0%	50.0%	0.0%
Dentists	60.0%	20.0%	50.0%	0.0%
LCSW Social Workers	46.2%	23.1%	46.2%	15.4%
Licensed Mental Health Counselors	22.2%	0.0%	33.3%	33.3%
Licensed Practical Nurses	25.0%	20.0%	70.0%	0.0%
LMSW Social Workers	50.0%	25.0%	50.0%	8.3%
Nurse Practitioners (All other)	25.0%	25.0%	41.7%	16.7%
Nurse Practitioners (Behavioral Health)	44.4%	22.2%	22.2%	11.1%
Physician Assistants	33.3%	22.2%	22.2%	22.2%
Primary Care Physicians	37.5%	25.0%	50.0%	12.5%
Registered Nurses (Associate-prepared)	40.0%	26.7%	60.0%	6.7%
Registered Nurses (Baccalaureate-prepared)	37.5%	18.8%	50.0%	12.5%

**Table 262.** Reasons for Retention Difficulties at Upstate New York Clinics, 2025

Occupation	Reasons for Retention Difficulties			
	Career change	Left for better benefits	Left for better salary	Left for better work life balance
LCSW Social Workers	11.1%	33.3%	88.9%	44.4%
Licensed Mental Health Counselors	14.3%	42.9%	57.1%	42.9%
Licensed Practical Nurses	0.0%	44.4%	88.9%	33.3%
LMSW Social Workers	16.7%	66.7%	83.3%	50.0%
Physician Assistants	20.0%	20.0%	60.0%	100.0%
Primary Care Physicians	0.0%	40.0%	100.0%	80.0%
Registered Nurses (Associate-prepared)	9.1%	36.4%	81.8%	45.5%
Registered Nurses (Baccalaureate-prepared)	8.3%	25.0%	83.3%	58.3%
LCSW Social Workers	11.1%	33.3%	88.9%	44.4%

**Table 263.** Reasons for Retention Difficulties at Upstate New York Clinics, 2025

Occupation	Reasons for Retention Difficulties			
	Left for family commitments	Paperwork and regulatory requirements	Pay/hours limited to protect safety net eligibility (Medicaid, food stamps, etc.)	Retirement
LCSW Social Workers	22.2%	44.4%	0.0%	22.2%
Licensed Mental Health Counselors	28.6%	42.9%	0.0%	14.3%
Licensed Practical Nurses	33.3%	11.1%	22.2%	11.1%
LMSW Social Workers	33.3%	50.0%	0.0%	16.7%
Physician Assistants	40.0%	40.0%	0.0%	20.0%
Primary Care Physicians	60.0%	40.0%	0.0%	60.0%
Registered Nurses (Associate-prepared)	36.4%	27.3%	0.0%	9.1%
Registered Nurses (Baccalaureate-prepared)	25.0%	33.3%	0.0%	8.3%
LCSW Social Workers	22.2%	44.4%	0.0%	22.2%

## 5. Healthcare Workforce Production and Projected Need

### a. Graduations

**Table 264.** The Number of Graduations for Selected Healthcare Occupations in the Southern Tier, 2020-2024

Occupational Program	School Year					Change Between 2020 and 2024	
	2020	2021	2022	2023	2024	Number	Percent
Audiologists & Speech Language Pathologists <sup>a</sup>	50	33	46	37	41	-9	-18.0%
Clinical Laboratory Technicians	24	13	35	15	23	-1	-4.2%
Clinical Laboratory Technologists	1	4	2	3	0	-1	-100.0%
Dental Hygienists	28	29	30	20	28	0	0.0%
EMTs and Paramedics	10	10	11	9	5	-5	-50.0%
Healthcare Administrators	51	49	82	92	93	42	82.4%
License Practical Nurses (LPNs)	148	90	134	69	87	-61	-41.2%
Medical Assistants	45	21	14	5	4	-41	-91.1%
Occupational Therapists	100	97	108	104	102	2	2.0%
Pharmacists	0	0	51	74	81	81	#DIV/0!
Phlebotomists	18	20	10	11	9	-9	-50.0%
Physical Therapists	169	180	150	156	158	-11	-6.5%
Physical Therapy Assistants	19	1	28	9	10	-9	-47.4%
Radiation Therapists	25	22	21	17	23	-2	-8.0%
Radiologic Technologists	5	4	6	5	7	2	40.0%
Recreational Therapists	5	10	7	3	4	-1	-20.0%
Registered Nurses (RNs) <sup>b</sup>	414	420	346	376	368	-46	-11.1%
Registered Nurses with Advanced Education <sup>c</sup>	55	53	66	46	61	6	10.9%
Social Workers <sup>d</sup>	64	84	103	96	95	31	48.4%
Substance Abuse/Addiction Counseling	41	47	50	39	26	-15	-36.6%

<sup>a</sup> Audiologists & speech-language pathologists include graduations in audiology, speech-language pathology, and communication sciences and disorders.

<sup>b</sup> Graduations of BSN completers, those RNs already holding RN diplomas or ADN degrees who obtained BSNs, are excluded from these counts.

<sup>c</sup> Registered nurses with advanced education include graduations or certificates in adult health nursing, clinical nurse specialist, critical care nursing, family practice nursing, geriatric nursing, maternal and child health nursing, palliative care nursing, pediatric nursing, perioperative/OR nursing, public health nursing, women's health nursing, and nursing practice.

<sup>d</sup> Social workers include graduations in social work and in clinical/medical social work.

Sources: Integrated Postsecondary Education Data System; NYS Education Department, and Excelsior College.

**b. Licenses**

**Table 265.** Number of Licensed Individuals in Selected Healthcare Professions in the Southern Tier, 2021–2025

Occupation	2021	2022	2023	2024	2025	Change Between 2021 and 2025	
						Number	Percent
Clinical Laboratory Technicians	100	105	109	116	116	16	16.0%
Clinical Laboratory Technologists	281	275	276	268	272	-9	-3.2%
Dental Assistants	98	96	96	95	95	-3	-3.1%
Dental Hygienists	471	474	453	448	448	-23	-4.9%
Dietitians/Nutritionists	161	163	156	160	160	-1	-0.6%
Licensed Practical Nurses (LPNs)	2,865	2,879	2,830	2,832	2,717	-148	-5.2%
Nurse Practitioners <sup>a</sup>	903	948	1,001	1,009	1,136	233	25.8%
Occupational Therapists	411	421	433	456	477	66	16.1%
Occupational Therapy Assistants	56	55	48	49	48	-8	-14.3%
Pharmacists	530	534	514	524	518	-12	-2.3%
Pharmacy Technicians <sup>b</sup>	N/A	95	127	142	143	N/A	N/A
Physical Therapists	600	615	617	638	641	41	6.8%
Physical Therapist Assistants	293	304	303	302	296	3	1.0%
Physician Assistants	357	372	364	367	391	34	9.5%
Registered Nurses (RNs)	8,436	8,499	8,407	8,472	8,405	-31	-0.4%
Respiratory Therapists	132	136	132	116	113	-19	-14.4%
Social Workers <sup>c</sup>	1,559	1,607	1,702	1,745	1,783	224	14.4%
Speech-Language Pathologists	393	394	398	398	400	7	1.8%

<sup>a</sup> Nurse practitioners are licensed as registered nurses and are certified in 1 or more of 16 specialties.

<sup>b</sup> Registered pharmacy technicians were first licensed by New York State in 2021. Counts by county were not available in 2021.

<sup>c</sup> Social workers include both Licensed Clinical Social Workers and Licensed Master Social Workers.

Source: New York State Education Department, Office of Professions.

### c. Employment Projections

**Table 266.** Employment Projections for Selected Healthcare Occupations for the Southern Tier, 2022–2032

Occupational Title	2022	2032	Change Between 2022 and 2032		Average Annual Openings <sup>a</sup>
			Number	Percent	
Cardiovascular Technologists and Technicians	80	100	20	25.0%	2
Clinical Laboratory Technologists and Technicians	630	770	140	22.2%	54
Dental Assistants	580	720	140	24.1%	104
Dental Hygienists	420	520	100	23.8%	40
Diagnostic Medical Sonographers	230	310	80	34.8%	28
Dietitians and Nutritionists	150	180	30	20.0%	13
Healthcare Social Workers	580	740	160	27.6%	66
Home Health and Personal Care Aides	5,900	7,780	1,880	31.9%	1,198
Licensed Practical and Licensed Vocational Nurses	1,640	1,940	300	18.3%	160
Medical Assistants	660	900	240	36.4%	124
Medical Transcriptionists	90	90	0	0.0%	20
Medical and Health Services Managers	510	750	240	47.1%	74
Mental Health and Substance Abuse Social Workers	320	400	80	25.0%	28
Nurse Practitioners	500	850	350	70.0%	75
Nursing Assistants	3,250	3,970	720	22.2%	582
Occupational Therapists	230	290	60	26.1%	26
Pharmacists	440	490	50	11.4%	25
Pharmacy Aides	140	150	10	7.1%	31
Pharmacy Technicians	640	650	10	1.6%	61
Phlebotomists	140	170	30	21.4%	23
Physical Therapist Assistants	100	140	40	40.0%	24
Physical Therapists	280	350	70	25.0%	27
Physician Assistants	210	320	110	52.4%	31
Registered Nurses	5,600	6,990	1,390	24.8%	479
Respiratory Therapists	180	240	60	33.3%	16
Speech-Language Pathologists	250	330	80	32.0%	28

<sup>a</sup>Annual openings reflect creation of new positions in the occupation and replacement for those retiring or otherwise leaving the occupation.

Source: NYS Department of Labor, Jobs in Demand/Projects, Long-Term Occupation Projections, 2022-2032.

## J. Western New York

The Western New York region includes the counties of Allegany, Cattaraugus, Chautauqua, Erie, and Niagara.



### REGIONAL HIGHLIGHTS

#### Population and Healthcare Indicators

- The Western New York region has higher levels of poverty and a higher percent of the population 65 years of age or older than the state as a whole.
- The rates of total deaths, deaths due to heart disease, deaths due to all cancers, and deaths due to diabetes are higher in the Western New York region than throughout New York State.

#### Healthcare Employment

- Overall, the number of jobs in healthcare settings in the Western New York region increased between 2020 and 2023.
- The number of jobs in ambulatory care and in hospitals in the Western New York region increased between 2020 and 2024. In contrast, the number of jobs in nursing homes and in home healthcare declined during the same time period.

#### Employer Demand Surveys

- RNs are among the most difficult to recruit and retain in all healthcare settings in upstate New York.
- Hospitals in upstate New York also reported that clinical laboratory technicians, clinical laboratory technologists, LPNs, respiratory therapists, and surgical technicians are the most difficult to recruit.
- Nursing homes and adult care facilities in upstate New York reported that LPNs and speech-language pathologists were among the most difficult to recruit and nurse aide trainees the most to retain.
- Home Health Care Agencies in upstate New York also indicated that occupational therapists, physical therapists, and speech language pathologists were among the most difficult to recruit and retain.
- Clinics in upstate New York reported that dentists, primary care physicians, and psychiatrists were among the most difficult to recruit and retain.
- All settings in upstate New York reported the Shortage of workers/applicants and non-competitive salaries were among the main reasons for recruitment and retention difficulties.
- Nursing homes and assisted living facilities and Home Health Care Agencies in upstate New York also reported that transportation and location were among the main reasons for recruitment and retention difficulties.

#### Healthcare Production and Projected Workforce Need

- The number of RN graduations increased in the Western New York region between 2020 and 2024 by over 750. In contrast, the number of LPN graduations declined during the same period.
- Between 2022 and 2032, there are projected to be more than 3,200 projected average annual openings in the Western New York region for home health and personal care aides, over 1,200 average annual openings for RNs, and more than 1,000 average annual openings for nursing assistants.

## 1. Population and Healthcare Indicators

**Table 267.** Selected Population Characteristics for Western New York, 2019-2023

Population Characteristics	Regional		Percent of State's Population
	Number	Percent of Region's Population	
Total population	1,411,220	N/A	7.1%
Population under 100% FPL	197,860	14.4%	13.7%
Population under 200% FPL	415,328	30.3%	28.1%
Population aged birth to 17 years	287,089	20.3%	20.7%
Population aged 65 and older	272,545	19.3%	17.4%
Population female aged 15 to 44	265,318	18.8%	19.8%
Women aged 15 to 19 who had a birth in past 12 months <sup>a</sup>	134	0.3%	0.7%
Women aged 20 to 34 who had a birth in past 12 months <sup>a</sup>	10,734	7.9%	7.1%
Women aged 35 to 50 who had a birth in past 12 months <sup>a</sup>	4,193	3.2%	4.0%
Black/African American, non-Hispanic	134,612	9.5%	13.6%
Hispanic/Latino	82,577	5.9%	19.6%
Asian/Pacific Islander, non-Hispanic	47,732	3.4%	8.9%
American Indian/Native Alaskan, non-Hispanic	6,214	0.4%	0.2%
Two or more/other races	53,478	3.8%	4.3%
Population with less than a high school education <sup>b</sup>	80,082	8.0%	12.1%
Population with a high school diploma or equivalent <sup>b</sup>	460,261	46.2%	39.4%
Population with an associate degree <sup>b</sup>	125,521	12.6%	8.9%
Population with a bachelor's degree <sup>b</sup>	184,170	18.5%	22.0%
Population with a master's degree or higher <sup>b</sup>	145,995	14.7%	17.5%
Home ownership <sup>c</sup>	406,839	67.5%	54.3%

<sup>a</sup> Percent of births from women in that age group compared to total number of women in the age group.

<sup>b</sup> Education levels and rates are based on individuals aged 25 years and older.

<sup>c</sup> Percent of occupied housing units that are owner occupied.

FPL, federal poverty level; N/A, not applicable; mos., months.

Source: US Census, American Community Survey, 5-Year Estimates, 2019-2023.

**Table 268.** Selected Health Indicators for Western New York, 2019-2022

Health Indicator	Region		Statewide	
	Number	Rate	Number	Rate
Total deaths, per 100,000	51,401	1,223.2	558,772	945.9
Deaths due to heart disease, per 100,000	10,695	254.5	133,573	226.1
Deaths due to all cancers, per 100,000	9,131	214.8	97,492	162.0
Deaths due to diabetes, per 100,000	1,532	36.5	14,939	25.3
Total births, per 1,000 females aged 15 to 44	41,473	52.5	624,349	53.3
Teen births, per 1,000 females aged 15 to 19	1,586	12.0	16,046	9.0
Low-birthweight births, as a percent of total births	2,698	6.8	40,644	6.8
Late/no prenatal care, as a percent of total births	1,620	4.2	34,417	5.6
Infant deaths, per 1,000 live births	259	6.3	2,609	4.2
Total hospitalizations, per 10,000	398,105	947.4	6,119,424	1,035.9
Total asthma hospitalizations, per 10,000	1,398	3.3	37,203	6.3
Rate of asthma hospitalizations, aged 25-44 per 10,000	N/A	N/A	5,683	3.6
Rate of asthma hospitalizations, aged 45-64 per 10,000	220	2.0	7,982	5.2
Pediatric asthma hospitalization, per 10,000	780	9.2	16,368	13.4
Diabetes hospitalizations, per 10,000	8,082	19.3	119,814	20.3
CLRD hospitalizations, per 10,000	6,482	15.4	97,438	16.5
Heart disease hospitalizations, per 10,000	10,579	25.2	150,131	25.4
Total ED visits, per 10,000	1,459,056	3,472.2	20,876,265	3,534.0

CLRD, chronic lower respiratory disease; ED, emergency department.

N/A: One or more counties were missing information.

Source: New York State Community Health Indicators Report

<sup>1</sup>For those with a primary diagnosis of diabetes.

## 2. Healthcare Sector Employment

**Table 269.** Number of Healthcare Jobs in the Western NY Region, by Setting, 2020–2024

Setting	2020	2021	2022	2023	2024	2020 to 2024 Change	
						Number	Percent
Hospitals	26,843	25,900	25,441	26,735	27,990	1,147	4.3%
Ambulatory care (excluding home health)	25,538	27,116	27,965	28,417	28,757	3,219	12.6%
Nursing home and residential care facilities	14,110	12,574	12,096	12,427	12,704	-1,406	-10.0%
Home healthcare	5,743	5,552	5,032	4,789	4,995	-748	-13.0%
<b>Total</b>	<b>72,234</b>	<b>71,142</b>	<b>70,534</b>	<b>72,368</b>	<b>74,446</b>	<b>2,212</b>	<b>3.1%</b>

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

### 3. Employment by Occupations

**Table 270.** Number of Jobs and Median Salary for Selected Healthcare Occupations in Western New York, 2024

Occupational Title	Number of Jobs	Median Salary
Audiologists	90	\$87,454
Cardiovascular Technologists and Technicians	180	\$81,599
Clinical Laboratory Technologists and Technicians	870	\$78,415
Dental Assistants	1,590	\$47,573
Dental Hygienists	770	\$80,395
Diagnostic Medical Sonographers	370	\$89,223
Dietetic Technicians	170	\$41,085
Dietitians and Nutritionists	400	\$76,137
Emergency Medical Technicians	630	\$41,170
Healthcare Social Workers	1,250	\$61,034
Home Health & Personal Care Aides	18,610	\$36,943
Licensed Practical and Licensed Vocational Nurses	4,070	\$62,052
Magnetic Resonance Imaging Technologists	160	\$87,456
Medical and Health Services Managers	1,580	\$129,258
Medical Assistants	2,270	\$45,289
Medical Records Specialists	810	\$54,700
Medical Secretaries	2,510	\$46,492
Medical Transcriptionists	160	\$38,889
Mental Health and Substance Abuse Social Workers	770	\$69,888
Nuclear Medicine Technologists	80	\$100,893
Nurse Midwives	N/A	\$148,053
Nurse Practitioners	1,440	\$136,306
Nursing Assistants	5,510	\$40,177
Occupational Therapists	1,040	\$79,513
Occupational Therapy Aides	N/A	\$43,837
Occupational Therapy Assistants	320	\$50,768
Orderlies	200	\$39,701
Paramedics	340	\$58,523
Pharmacists	1,720	\$138,549
Pharmacy Aides	130	\$36,797
Pharmacy Technicians	2,210	\$38,825
Phlebotomists	460	\$46,782
Physical Therapist Aides	180	\$35,831
Physical Therapist Assistants	390	\$56,750
Physical Therapists	1,370	\$90,272
Physician Assistants	1,280	\$124,434
Psychiatric Aides	300	\$43,682
Radiation Therapists	70	\$92,579
Radiologic Technologists	1,080	\$82,096
Registered Nurses	15,410	\$95,390
Respiratory Therapists	540	\$85,957
Speech-Language Pathologists	1,010	\$80,791
Surgical Technologists	490	\$70,001

N/A, not available.

Source: NYS Department of Labor, Employment Statistics, Occupational Wage and Employment Estimates (OES).

## 4. Employer Demand Surveys

### a. Hospitals

**Table 271.** Percent of Respondents Who Indicated Recruitment and/or Retention Difficulties at Upstate New York Hospitals, 2025

Occupations	Percent of Respondents Indicating Difficulty	
	Recruiting	Retaining
Certified Nurse Aides/Nurse Aides/Patient Care Techs	15.4%	30.8%
Clinical Laboratory Technicians	45.5%	9.1%
Clinical Laboratory Technologists	66.7%	11.1%
Community Health Workers	16.7%	16.7%
Credentialed Alcoholism and Substance Abuse Counselors (CASAC)	33.3%	33.3%
Licensed Mental Health Counselors	33.3%	20.0%
Licensed Practical Nurses	46.2%	53.8%
Medical Assistants (Certified)	14.3%	28.6%
Nurse Practitioners (All other)	38.5%	15.4%
Nurse Practitioners (Behavioral Health)	44.4%	22.2%
Pharmacists	38.5%	0.0%
Pharmacy Technicians (Registered)	15.4%	0.0%
Physician Assistants	46.2%	7.7%
Registered Nurses (Associate-prepared)	38.5%	61.5%
Registered Nurses (Baccalaureate-prepared)	61.5%	61.5%
Respiratory Therapists	53.8%	15.4%
Social Workers -- LCSWs	30.0%	10.0%
Social Workers -- LMSWs	27.3%	9.1%
Surgical Technicians	46.2%	15.4%

**Table 272.** Reasons for Recruitment Difficulties at Upstate New York Hospitals, 2025

Occupations	Reasons For Recruitment Difficulties					
	Candidates applying not qualified	Shortage of workers/applicants	Location/Transportation issues	Non competitive benefits	Non competitive salaries	Applicants not following up/skipping appointments (ghosting)
Certified Nurse Aides/Nurse Aides/Patient Care Techs	28.6%	42.9%	42.9%	0.0%	28.6%	28.6%
Clinical Laboratory Technicians	16.7%	83.3%	0.0%	0.0%	16.7%	16.7%
Clinical Laboratory Technologists	28.6%	100.0%	14.3%	0.0%	14.3%	0.0%
Credentialed Alcoholism and Substance Abuse Counselors (CASAC)	60.0%	80.0%	20.0%	0.0%	20.0%	0.0%
Licensed Mental Health Counselors	30.0%	60.0%	10.0%	0.0%	20.0%	0.0%
Licensed Practical Nurses	12.5%	62.5%	37.5%	12.5%	37.5%	25.0%
Nurse Practitioners (All other)	12.5%	62.5%	12.5%	0.0%	25.0%	12.5%
Nurse Practitioners (Behavioral Health)	16.7%	66.7%	16.7%	0.0%	33.3%	0.0%
Pharmacists	10.0%	50.0%	10.0%	0.0%	0.0%	0.0%
Pharmacy Technicians (Registered)	16.7%	50.0%	50.0%	16.7%	16.7%	33.3%
Physician Assistants	28.6%	57.1%	14.3%	0.0%	0.0%	14.3%
Registered Nurses (Associate-prepared)	9.1%	72.7%	9.1%	0.0%	18.2%	27.3%
Registered Nurses (Baccalaureate-prepared)	9.1%	72.7%	9.1%	0.0%	18.2%	27.3%
Respiratory Therapists	8.3%	66.7%	16.7%	0.0%	16.7%	0.0%
Social Workers -- LCSWs	33.3%	55.6%	0.0%	0.0%	11.1%	0.0%
Social Workers -- LMSWs	30.0%	60.0%	10.0%	0.0%	10.0%	0.0%
Surgical Technicians	20.0%	60.0%	0.0%	10.0%	40.0%	10.0%

**Table 273.** Reasons for Retention Difficulties at Upstate New York Hospitals, 2025

Occupations	Reasons For Retention Difficulties					
	Career change	Left for better benefits	Left for better salary	Left for better work life balance	Left for family commitments	Retirement
Certified Nurse Aides/Nurse Aides/Patient Care Techs	62.5%	12.5%	50.0%	25.0%	37.5%	0.0%
Licensed Mental Health Counselors	0.0%	0.0%	40.0%	40.0%	20.0%	0.0%
Licensed Practical Nurses	11.1%	0.0%	44.4%	44.4%	33.3%	11.1%
Registered Nurses (Associate-prepared)	27.3%	9.1%	54.5%	54.5%	54.5%	27.3%
Registered Nurses (Baccalaureate-prepared)	27.3%	9.1%	45.5%	45.5%	45.5%	27.3%
Respiratory Therapists	20.0%	0.0%	100.0%	60.0%	20.0%	20.0%
Social Workers -- LCSWs	20.0%	0.0%	80.0%	60.0%	0.0%	20.0%
Surgical Technicians	11.1%	0.0%	44.4%	44.4%	44.4%	22.2%

**b. Nursing Homes and Adult Care Facilities**

**Table 274.** Percent of Respondents Who Indicated Recruitment and/or Retention Difficulties at Upstate New York Nursing Homes and Adult Care Facilities, 2025

Occupation	Percent of Respondents Indicating Difficulty	
	Recruiting	Retaining
Certified Nurse Aides/Nurse Aides/Patient Care Techs	31.3%	25.0%
Dietitians/Nutritionists	33.3%	12.5%
Home Health Aides	33.3%	11.1%
Licensed Practical Nurses	68.2%	33.3%
MDS Coordinators	41.7%	7.7%
Nurse Aide Trainees	0.0%	66.7%
Nurse Practitioners (All other)	0.0%	0.0%
Occupational Therapists	42.9%	0.0%
Occupational Therapy Assistants	33.3%	0.0%
Patient Care Managers	20.0%	0.0%
Personal Care Aides	40.0%	30.0%
Physical Therapy Assistants	57.1%	0.0%
Physician Assistants	54.5%	0.0%
Registered Nurses (Associate-prepared)	60.0%	13.3%
Registered Nurses (Baccalaureate prepared)	65.0%	10.5%
Residential Care Aides (ACF/ALR)	33.3%	22.2%
Social Workers - BSWs	45.5%	8.3%
Social Workers - LCSWs	20.0%	20.0%
Social Workers - LMSWs	25.0%	12.5%
Speech Language Pathologists	61.5%	7.7%

**Table 275.** Reasons for Recruitment Difficulties at Upstate New York Nursing Homes and Adult Care Facilities, 2025

Occupation	Reasons for Recruitment Difficulties				
	Applicants failed/ refused background checks/ drug tests	Applicants not following up/skipping appointments (ghosting)	Candidates applying not qualified	Family care giving commitments	Shortage of workers/applicants
Certified Nurse Aides/Nurse Aides/Patient Care Techs	40.0%	90.0%	40.0%	70.0%	90.0%
Dietitians/Nutritionists	0.0%	11.1%	33.3%	11.1%	66.7%
Home Health Aides	16.7%	66.7%	83.3%	100.0%	83.3%
Licensed Practical Nurses	17.6%	58.8%	29.4%	35.3%	88.2%
MDS Coordinators	0.0%	0.0%	50.0%	0.0%	33.3%
Nurse Aide Trainees	50.0%	83.3%	33.3%	66.7%	50.0%
Occupational Therapists	0.0%	0.0%	18.2%	0.0%	90.9%
Occupational Therapy Assistants	0.0%	0.0%	20.0%	0.0%	100.0%
Personal Care Aides	37.5%	75.0%	87.5%	37.5%	87.5%
Physical Therapy Assistants	0.0%	0.0%	9.1%	0.0%	90.9%
Physician Assistants	10.0%	0.0%	10.0%	10.0%	10.0%
Registered Nurses (Associate-prepared)	7.7%	30.8%	15.4%	15.4%	100.0%
Registered Nurses (Baccalaureate prepared)	5.9%	29.4%	17.6%	17.6%	88.2%
Residential Care Aides (ACF/ALR)	60.0%	40.0%	80.0%	60.0%	80.0%
Social Workers - BSWs	11.1%	11.1%	44.4%	11.1%	77.8%
Social Workers - LMSWs	14.3%	14.3%	57.1%	14.3%	85.7%
Speech Language Pathologists	0.0%	11.1%	22.2%	11.1%	100.0%

**Table 276.** Reasons for Recruitment Difficulties at Upstate New York Nursing Homes and Adult Care Facilities, 2025

Occupation	Reasons for Recruitment Difficulties			
	Location/ Transportation issues	Non competitive benefits	Non competitive salaries	Shortage of workers/applicants with specific language or cultural backgrounds
Certified Nurse Aides/Nurse Aides/Patient Care Techs	80.0%	30.0%	20.0%	10.0%
Dietitians/Nutritionists	33.3%	11.1%	22.2%	0.0%
Home Health Aides	83.3%	33.3%	33.3%	16.7%
Licensed Practical Nurses	58.8%	29.4%	41.2%	0.0%
MDS Coordinators	33.3%	0.0%	16.7%	0.0%
Nurse Aide Trainees	83.3%	33.3%	33.3%	16.7%
Occupational Therapists	36.4%	18.2%	27.3%	9.1%
Occupational Therapy Assistants	30.0%	20.0%	30.0%	10.0%
Personal Care Aides	50.0%	25.0%	62.5%	0.0%
Physical Therapy Assistants	36.4%	18.2%	27.3%	9.1%
Physician Assistants	10.0%	0.0%	0.0%	0.0%
Registered Nurses (Associate-prepared)	46.2%	15.4%	23.1%	7.7%
Registered Nurses (Baccalaureate prepared)	35.3%	29.4%	47.1%	5.9%
Residential Care Aides (ACF/ALR)	60.0%	20.0%	40.0%	20.0%
Social Workers - BSWs	55.6%	11.1%	22.2%	0.0%
Social Workers - LMSWs	28.6%	14.3%	0.0%	0.0%
Speech Language Pathologists	55.6%	0.0%	11.1%	11.1%

**Table 277.** Reasons for Retention Difficulties at Upstate New York Nursing Homes and Adult Care Facilities, 2025

Occupation	Reasons for Retention Difficulties				
	Career change	Left for better benefits	Left for better salary	Left for better work life balance	Left for family commitments
Certified Nurse Aides/Nurse Aides/Patient Care Techs	50.0%	30.0%	40.0%	50.0%	70.0%
Home Health Aides	83.3%	50.0%	66.7%	33.3%	100.0%
Licensed Practical Nurses	46.2%	53.8%	76.9%	61.5%	61.5%
Nurse Aide Trainees	81.8%	27.3%	36.4%	45.5%	90.9%
Personal Care Aides	57.1%	57.1%	71.4%	57.1%	57.1%
Registered Nurses (Associate-prepared)	25.0%	37.5%	75.0%	50.0%	62.5%
Registered Nurses (Baccalaureate prepared)	40.0%	30.0%	70.0%	60.0%	50.0%
Residential Care Aides (ACF/ALR)	60.0%	60.0%	100.0%	0.0%	20.0%
Speech Language Pathologists	40.0%	20.0%	80.0%	40.0%	20.0%

**Table 278.** Reasons for Retention Difficulties at Upstate New York Nursing Homes and Adult Care Facilities, 2025

Occupation	Reasons for Retention Difficulties				
	Left for family commitments	Paperwork and regulatory requirements	Pay/hours limited to protect safety net eligibility (Medicaid, food stamps, etc.)	Retirement	Terminated for cause
Certified Nurse Aides/Nurse Aides/Patient Care Techs	0.0%	30.0%	50.0%	20.0%	80.0%
Home Health Aides	0.0%	66.7%	50.0%	33.3%	66.7%
Licensed Practical Nurses	0.0%	53.8%	38.5%	30.8%	53.8%
Nurse Aide Trainees	0.0%	36.4%	81.8%	9.1%	63.6%
Personal Care Aides	0.0%	28.6%	57.1%	0.0%	42.9%
Registered Nurses (Associate-prepared)	0.0%	37.5%	0.0%	12.5%	12.5%
Registered Nurses (Baccalaureate prepared)	0.0%	30.0%	20.0%	20.0%	20.0%
Residential Care Aides (ACF/ALR)	0.0%	60.0%	40.0%	0.0%	40.0%
Speech Language Pathologists	0.0%	0.0%	20.0%	0.0%	0.0%

### c. Home Healthcare

**Table 279.** Percent of Respondents Who Indicated Recruitment and/or Retention Difficulties at Upstate New York Home Health Care Agencies, 2025

Occupation	Percent of Respondents Indicating Difficulty	
	Recruiting	Retaining
Home Health Aides	46.67%	26.7%
LCSW Social Workers	40.00%	20.0%
Licensed Practical Nurses	25.00%	0.0%
LMSW Social Workers	28.57%	0.0%
Occupational Therapists	60.00%	16.7%
Personal Care Aides	16.67%	18.2%
Physical Therapists	80.00%	0.0%
Registered Nurses (Associate-prepared)	28.57%	14.3%
Registered Nurses (Baccalaureate-prepared)	70.00%	33.3%
Speech Language Pathologists	80.00%	20.0%

**Table 280.** Reasons for Recruitment Difficulties at Upstate New York Home Healthcare Agencies, 2025

Occupation	Reasons for Recruitment Difficulties		
	Applicants failed or refused background check or drug test	Location/ Transportation issues	Non competitive benefits
Home Health Aides	36.4%	81.8%	36.4%
LCSW Social Workers	0.0%	20.0%	0.0%
Licensed Practical Nurses	0.0%	20.0%	0.0%
LMSW Social Workers	0.0%	16.7%	0.0%
Personal Care Aides	42.9%	85.7%	57.1%
Registered Nurses (Associate-prepared)	0.0%	14.3%	14.3%
Registered Nurses (Baccalaureate-prepared)	0.0%	10.0%	10.0%
Speech Language Pathologists	0.0%	0.0%	20.0%

**Table 281.** Reasons for Recruitment Difficulties at Upstate New York Home Health Care Agencies, 2025

Occupation	Reasons for Recruitment Difficulties		
	Non competitive salaries	Shortage of workers/applicants	Shortage of workers/applicants with specific language or cultural backgrounds
Home Health Aides	45.5%	81.8%	18.2%
LCSW Social Workers	20.0%	80.0%	0.0%
Licensed Practical Nurses	40.0%	60.0%	0.0%
LMSW Social Workers	16.7%	50.0%	0.0%
Personal Care Aides	57.1%	71.4%	42.9%
Registered Nurses (Associate-prepared)	42.9%	71.4%	0.0%
Registered Nurses (Baccalaureate-prepared)	50.0%	70.0%	0.0%
Speech Language Pathologists	40.0%	80.0%	0.0%

**Table 282.** Reasons for Retention Difficulties at Upstate New York Home Health Care Agencies, 2025

Occupation	Related Reasons for Retention Difficulties				
	Lack of flexible schedules	Left due to immigration status change	Left for better salary and Benefits	Left for better work life balance	Left for family commitments
Home Health Aides	0.0%	0.0%	100.0%	28.6%	42.9%
Personal Care Aides	0.0%	0.0%	100.0%	20.0%	20.0%
Registered Nurses (Associate-prepared)	0.0%	0.0%	83.3%	33.3%	33.3%
Registered Nurses (Baccalaureate-prepared)	0.0%	0.0%	85.7%	28.6%	28.6%

**Table 283.** Reasons for Retention Difficulties at Upstate New York Home Health Care Agencies, 2025

Occupation	Related Reasons for Retention Difficulties				
	Left for job outside of healthcare	Paperwork and regulatory burden	Retirement	Transportation issues	Work hours limited to protect safety net eligibility (Medicaid, food stamps, etc.)
Home Health Aides	57.1%	42.9%	14.3%	42.9%	57.1%
Personal Care Aides	40.0%	20.0%	20.0%	60.0%	60.0%
Registered Nurses (Associate-prepared)	0.0%	66.7%	16.7%	0.0%	16.7%
Registered Nurses (Baccalaureate-prepared)	0.0%	42.9%	28.6%	0.0%	14.3%

d. Clinics

**Table 284.** Percent of Respondents Who Indicated Recruitment and/or Retention Difficulties at Upstate New York Clinics, 2025

Occupation	Percent of Respondents Indicating Difficulty	
	Recruiting	Retaining
Community Health Workers	0.0%	0.0%
Credentialed Alcoholism and Substance Abuse Counselors (CASAC)	20.0%	0.0%
Dental Hygienists	66.7%	14.3%
Dentists	75.0%	12.5%
LCSW Social Workers	57.7%	26.1%
Licensed Mental Health Counselors	27.8%	15.8%
Licensed Practical Nurses	46.7%	26.9%
LMSW Social Workers	40.9%	25.0%
Nurse Practitioners (All other)	36.0%	4.2%
Nurse Practitioners (Behavioral Health)	20.0%	13.3%
Patient Care Managers	23.1%	0.0%
Pharmacists	0.0%	11.1%
Physician Assistants	25.0%	0.0%
Primary Care Physicians	90.9%	10.0%
Psychiatrists	85.7%	7.7%
Medical Assistants (Certified)	0.0%	10.0%
Pharmacy Technicians (Registered)	0.0%	16.7%
Registered Nurses (Associate-prepared)	54.5%	19.0%
Registered Nurses (Baccalaureate-prepared)	56.0%	20.0%

**Table 285.** Reasons for Recruitment Difficulties at Upstate New York Clinics, 2025

Occupation	Reasons for Recruitment Difficulties			
	Applicants not following up/skipping appointments (ghosting)	Candidates applying not qualified	Family care giving commitments	Shortage of workers/applicants
Dental Hygienists	12.5%	0.0%	25.0%	100.0%
Dentists	10.0%	20.0%	10.0%	90.0%
LCSW Social Workers	7.7%	15.4%	15.4%	100.0%
Licensed Mental Health Counselors	22.2%	22.2%	0.0%	77.8%
Licensed Practical Nurses	65.0%	20.0%	20.0%	55.0%
LMSW Social Workers	16.7%	25.0%	16.7%	91.7%
Nurse Practitioners (All other)	8.3%	16.7%	8.3%	83.3%
Nurse Practitioners (Behavioral Health)	0.0%	0.0%	11.1%	88.9%
Physician Assistants	0.0%	11.1%	11.1%	77.8%
Primary Care Physicians	6.3%	18.8%	12.5%	93.8%
Registered Nurses (Associate-prepared)	40.0%	20.0%	6.7%	80.0%
Registered Nurses (Baccalaureate-prepared)	25.0%	31.3%	6.3%	75.0%

**Table 286.** Reasons for Recruitment Difficulties at Upstate New York Clinics, 2025

Occupation	Reasons for Recruitment Difficulties			
	Location/ Transportation issues	Non competitive benefits	Non competitive salaries	Shortage of workers/applicants with specific language or cultural backgrounds
Dental Hygienists	50.0%	25.0%	50.0%	0.0%
Dentists	60.0%	20.0%	50.0%	0.0%
LCSW Social Workers	46.2%	23.1%	46.2%	15.4%
Licensed Mental Health Counselors	22.2%	0.0%	33.3%	33.3%
Licensed Practical Nurses	25.0%	20.0%	70.0%	0.0%
LMSW Social Workers	50.0%	25.0%	50.0%	8.3%
Nurse Practitioners (All other)	25.0%	25.0%	41.7%	16.7%
Nurse Practitioners (Behavioral Health)	44.4%	22.2%	22.2%	11.1%
Physician Assistants	33.3%	22.2%	22.2%	22.2%
Primary Care Physicians	37.5%	25.0%	50.0%	12.5%
Registered Nurses (Associate-prepared)	40.0%	26.7%	60.0%	6.7%
Registered Nurses (Baccalaureate-prepared)	37.5%	18.8%	50.0%	12.5%

**Table 287.** Reasons for Retention Difficulties at Upstate New York Clinics, 2025

Occupation	Reasons for Retention Difficulties			
	Career change	Left for better benefits	Left for better salary	Left for better work life balance
LCSW Social Workers	11.1%	33.3%	88.9%	44.4%
Licensed Mental Health Counselors	14.3%	42.9%	57.1%	42.9%
Licensed Practical Nurses	0.0%	44.4%	88.9%	33.3%
LMSW Social Workers	16.7%	66.7%	83.3%	50.0%
Physician Assistants	20.0%	20.0%	60.0%	100.0%
Primary Care Physicians	0.0%	40.0%	100.0%	80.0%
Registered Nurses (Associate-prepared)	9.1%	36.4%	81.8%	45.5%
Registered Nurses (Baccalaureate-prepared)	8.3%	25.0%	83.3%	58.3%
LCSW Social Workers	11.1%	33.3%	88.9%	44.4%

**Table 288.** Reasons for Retention Difficulties at Upstate New York Clinics, 2025

Occupation	Reasons for Retention Difficulties			
	Left for family commitments	Paperwork and regulatory requirements	Pay/hours limited to protect safety net eligibility (Medicaid, food stamps, etc.)	Retirement
LCSW Social Workers	22.2%	44.4%	0.0%	22.2%
Licensed Mental Health Counselors	28.6%	42.9%	0.0%	14.3%
Licensed Practical Nurses	33.3%	11.1%	22.2%	11.1%
LMSW Social Workers	33.3%	50.0%	0.0%	16.7%
Physician Assistants	40.0%	40.0%	0.0%	20.0%
Primary Care Physicians	60.0%	40.0%	0.0%	60.0%
Registered Nurses (Associate-prepared)	36.4%	27.3%	0.0%	9.1%
Registered Nurses (Baccalaureate-prepared)	25.0%	33.3%	0.0%	8.3%
LCSW Social Workers	22.2%	44.4%	0.0%	22.2%

## 5. Healthcare Workforce Production and Project Need

### a. Graduations

**Table 289.** The Number of Graduations for Selected Healthcare Occupations in Western New York, 2020-2024

Occupational Program	School Year					Change Between 2020 and 2024	
	2020	2021	2022	2023	2024	Number	Percent
Audiologists & Speech Language Pathologists <sup>a</sup>	217	182	219	187	162	-55	-25.3%
Clinical Laboratory Technicians	12	10	17	10	13	1	8.3%
Clinical Laboratory Technologists	30	32	37	30	30	0	0.0%
Clinical Nutritionists	20	19	1	0	0	-20	-100.0%
Creative Arts Therapists <sup>b</sup>	17	17	12	11	15	-2	-11.8%
Dental Assistants	20	0	24	19	17	-3	-15.0%
Dental Hygienists	48	49	0	46	19	-29	-60.4%
Dietitians	88	80	36	45	48	-40	-45.5%
EMTs and Paramedics	35	15	3	6	1	-34	-97.1%
Healthcare Administrators	108	119	153	152	178	70	64.8%
License Practical Nurses (LPNs)	437	440	262	178	214	-223	-51.0%
Marriage and Family Therapists	6	5	8	7	0	-6	-100.0%
Medical Assistants	101	54	51	63	88	-13	-12.9%
Mental Health Counselors	212	274	173	222	224	12	5.7%
Nuclear Medical Technologists	7	10	6	6	5	-2	-28.6%
Nurse Anesthetist	15	17	18	20	25	10	66.7%
Occupational Therapists	242	189	180	205	186	-56	-23.1%
Occupational Therapy Assistants	54	6	76	37	32	-22	-40.7%
Opticians, Dispensing	30	18	14	12	8	-22	-73.3%
Pharmacists	200	182	156	153	179	-21	-10.5%
Phlebotomists	0	20	48	68	48	48	N/A
Physical Therapists	177	150	172	152	150	-27	-15.3%
Physical Therapy Assistants	42	19	43	27	26	-16	-38.1%
Physician Assistants	138	120	127	124	188	50	36.2%
Radiation Therapists	54	57	51	58	28	-26	-48.1%
Radiologic Technologists	56	47	55	39	37	-19	-33.9%
Registered Nurses (RNs) <sup>c</sup>	756	983	950	932	841	85	11.2%
Registered Nurses with Advanced Education <sup>d</sup>	136	178	161	153	173	37	27.2%
Respiratory Therapists	28	21	22	24	17	-11	-39.3%
Social Workers <sup>e</sup>	371	424	417	444	407	36	9.7%
Substance Abuse/Addiction Counseling	29	22	23	34	32	3	10.3%
Surgical Technology/Technologist	33	35	39	27	24	-9	-27.3%

<sup>a</sup> Audiologists & speech-language pathologists include graduations in audiology, speech-language pathology, and communication sciences and disorders.

<sup>b</sup> Creative arts therapists include graduations in art therapy, dance therapy, and music therapy.

<sup>c</sup> Graduations of BSN completers, those RNs already holding RN diplomas or ADN degrees who obtained BSNs, are excluded from these counts.

<sup>d</sup> Registered nurses with advanced education include graduations or certificates in adult health nursing, clinical nurse specialist, critical care nursing, family practice nursing, geriatric nursing, maternal and child health nursing, palliative care nursing, pediatric nursing, perioperative/OR nursing, public health nursing, women's health nursing, and nursing practice.

<sup>e</sup> Social workers include graduations in social work and in clinical/medical social work.

Sources: Integrated Postsecondary Education Data System; NYS Education Department, and Excelsior College.

## b. Licenses

**Table 290.** Number of Licensed Individuals in Selected Healthcare Professions in Western New York, 2021–2025

Occupation	2021	2022	2023	2024	2025	Change Between 2021 and 2025	
						Number	Percent
Clinical Laboratory Technicians	179	176	180	179	170	-9	-5.0%
Clinical Laboratory Technologists	885	866	876	847	838	-47	-5.3%
Dental Assistants	251	254	230	211	208	-43	-17.1%
Dental Hygienists	1,201	1,206	1,181	1,152	1,151	-50	-4.2%
Dietitians/Nutritionists	424	434	417	419	424	0	0.0%
Licensed Practical Nurses (LPNs)	6,755	6,951	6,854	6,776	6,490	-265	-3.9%
Nurse Practitioners <sup>a</sup>	1,972	2,014	2,244	2,247	2,402	430	21.8%
Occupational Therapists	1,132	1,179	1,211	1,257	1,272	140	12.4%
Occupational Therapy Assistants	526	518	504	493	471	-55	-10.5%
Pharmacists	1,927	1,970	1,927	1,983	1,989	62	3.2%
Pharmacy Technicians <sup>b</sup>	N/A	195	279	334	344	N/A	N/A
Physical Therapists	1,751	1,805	1,789	1,865	1,924	173	9.9%
Physical Therapist Assistants	533	543	541	526	518	-15	-2.8%
Physician Assistants	1,316	1,362	1,470	1,536	1,622	306	23.3%
Registered Nurses (RNs)	21,963	22,157	22,287	22,657	22,715	752	3.4%
Respiratory Therapists	533	537	546	522	520	-13	-2.4%
Social Workers <sup>c</sup>	2,733	2,866	2,992	3,076	3,201	468	17.1%
Speech-Language Pathologists	1,329	1,345	1,384	1,397	1,408	79	5.9%

<sup>a</sup> Nurse practitioners are licensed as registered nurses and are certified in 1 or more of 16 specialties.

<sup>b</sup> Registered pharmacy technicians were first licensed by New York State in 2021. Counts by county were not available in 2021.

<sup>c</sup> Social workers include both Licensed Clinical Social Workers and Licensed Master Social Workers.

Source: New York State Education Department, Office of Professions.

### c. Employment Projections

**Table 291.** Employment Projections for Selected Healthcare Occupations for Western New York, 2022–2032

Occupational Title	2022	2032	Change Between 2022 and 2032		Average Annual Openings <sup>a</sup>
			Number	Percent	
Audiologists	70	80	10	14.3%	1
Cardiovascular Technologists and Technicians	240	300	60	25.0%	26
Clinical Laboratory Technologists and Technicians	1,000	1,210	210	21.0%	91
Dental Assistants	1,300	1,620	320	24.6%	232
Dental Hygienists	1,060	1,330	270	25.5%	107
Diagnostic Medical Sonographers	350	480	130	37.1%	33
Dietetic Technicians	140	170	30	21.4%	23
Dietitians and Nutritionists	400	480	80	20.0%	38
Healthcare Social Workers	1,370	1,730	360	26.3%	166
Home Health and Personal Care Aides	16,010	21,290	5,280	33.0%	3,258
Licensed Practical and Licensed Vocational Nurses	4,410	5,110	700	15.9%	430
Magnetic Resonance Imaging Technologists	160	210	50	31.3%	15
Medical Assistants	1,990	2,680	690	34.7%	369
Medical Transcriptionists	160	160	0	0.0%	30
Medical and Health Services Managers	1,380	2,010	630	45.7%	183
Mental Health and Substance Abuse Social Workers	750	950	200	26.7%	80
Nuclear Medicine Technologists	80	90	10	12.5%	1
Nurse Anesthetists	210	260	50	23.8%	15
Nurse Practitioners	1,310	2,250	940	71.8%	174
Nursing Assistants	6,080	7,260	1,180	19.4%	1,058
Occupational Therapists	620	760	140	22.6%	54
Occupational Therapy Assistants	240	290	50	20.8%	35
Orderlies	130	160	30	23.1%	23
Pharmacists	1,510	1,640	130	8.6%	73
Pharmacy Aides	430	400	-30	(7.0%)	77
Pharmacy Technicians	1,700	1,710	10	0.6%	161
Phlebotomists	540	680	140	25.9%	94
Physical Therapist Assistants	210	270	60	28.6%	36
Physical Therapists	980	1,210	230	23.5%	73
Physician Assistants	810	1,230	420	51.9%	92
Psychiatric Aides	250	290	40	16.0%	44
Recreational Therapists	70	90	20	28.6%	2
Registered Nurses	15,350	18,730	3,380	22.0%	1,258
Respiratory Therapists	530	700	170	32.1%	47
Speech-Language Pathologists	790	1,060	270	34.2%	77

<sup>a</sup>Annual openings reflect creation of new positions in the occupation and replacement for those retiring or otherwise leaving the occupation.

Source: NYS Department of Labor, Jobs in Demand/Projects, Long-Term Occupation Projections, 2022 - 2032.

## APPENDIX

### A. Data Sources and Methods

The following describes the data sources used in this report. Where appropriate, the methods used for calculating rates are also included.

Information provided in this report is statewide or by New York State Department of Labor (NYSDOL) regions. A list of counties and a map depicting the NYSDOL regions are presented on pages 3 and 237 as well as on each regional profile page. Data sources include:

#### 1. Center for Health Workforce Studies

##### New York State Registered Nurse Graduations

CHWS surveys Registered Nursing (RN) education programs in New York annually to describe trends in the production of RNs in the state. The 2025 survey included questions about applications, acceptances, faculty recruitment and retention issues, and perspectives on the local job market.

##### Employer Demand Surveys

CHWS, in conjunction with statewide and regional provider organizations, conducts annual surveys of human resources staff from Home Health Care Agencies, hospitals, nursing homes, assisted living facilities, and clinics across New York State. The surveys asked about the professions and occupations that posed the greatest recruitment and retention problems in 2025. Respondents were asked to assess recruitment and retention difficulties on a 5-point Likert scale, ranging from “easy” to “difficult.” The percentages reported in this report indicated those facilities that reported either “moderately difficult,” “very difficult,” or “extremely difficult” on recruitment and/or retention issues. The provider organizations that CHWS collaborated with on these surveys included:

- Association on Aging in New York
- Empire State Association of Assisted Living
- Greater New York Healthcare Facilities Association
- Healthcare Association of New York State
- Home Care Association of New York State
- Iroquois Healthcare Association
- Leading Age New York
- New York State Association of Healthcare Providers
- New York State Center for Adult Care
- New York State Health Facility Association & New York Center for Assisted Living

Due to a poor response rate, responses were aggregated for downstate New York (Hudson Valley, Long Island, and New York City and upstate New York (the remaining regions). In instances where there were less than 5 responses to an occupation on the reasons for either the recruitment or retention difficulties, those occupations are excluded from the results.

#### 2. Department of Labor Jobs

Data from New York State Quarterly Census of Employment and Wages (QCEW) were used to describe regional changes in healthcare employment by setting. Note that this is a count of jobs not individuals. A number of events potentially affected the job counts, including closures, mergers, and/or expansions. Consequently, large changes in jobs in specific health sectors (i.e., hospitals, nursing homes, or home healthcare) may reflect changes in ownership or the service delivery system rather than actual changes in the workforce. For more information about the QCEW data, please visit the QCEW Technical Notes page at <https://dol.ny.gov/occupational-employment-and-wage-statistics-technical-notes>. When reviewing the counts of jobs, please note that these counts include full-time and part-time positions. One person might hold two part-time positions and consequently there is not a one-to-one match of individual workers compared to the number of jobs reported. For counts of jobs, downstate includes the New York City and Long Island regions. Upstate includes the remaining regions.

## Salaries

Salary data is reported by both NYSDOL and Occupational Employment and Wage Statistics (OEWS) and the US Bureau of Labor Statistics Occupational Employment Survey (OES). The regional-level wage estimates are from OEWS, and the state-level wage estimates are from OES. The regional wage estimates are based on responses from 6 semi-annual panels collected over a three-year period. Wages were then updated to the first quarter of 2024 by making cost-of-living adjustments. These wage estimates include both part-time and full-time employees, as well, as part-time consultants. The Department of Labor does not report salaries in a region with fewer than 3 institutions in a particular setting. The reported state-level wage estimates from BLS include the annual 10<sup>th</sup> percentile wage (Entry), annual median wage (Median), and annual 90<sup>th</sup> percentile wage (Experienced).

## Projections

NYSDOL develops projections for the state and NYSDOL regions. The state projections and regional projections are for 2020-2030. Annual job openings reflect both newly created positions in the occupation and turnover of workers in existing positions who retire, change jobs, or leave the occupation. Occupations with a small increase in the number of new jobs but a high number of annual openings typically reflect significant annual turnover rather than expansion of the occupation. Limitations for these projections include unanticipated external factors such as recession, scope of work or education changes for specific occupational titles, changes in state and/or federal reimbursement, and advancements in technology.

Please note that changes in occupational names, aggregations of several occupational into title, and disaggregation of one occupation into two or more titles may change how job counts, salaries, and projections are reported over time.

### 3. US Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS)

The IPEDS system is a collection of interrelated surveys conducted annually by the US Department of Education, National Center for Education Statistics. IPEDS gathers information from every college, university, and technical and/or vocational institution that participates in the federal student financial aid program. The data from school year 2019/2020 (referred to as 2020) to school year 2023/2024 (referred to as 2024) were used to describe the number of new graduates each year potentially entering health occupations. These data were collected from two- and four-year universities, vocational schools, and technical schools. The number of graduations were displayed and aggregated by NYDOL regions.

These data do not reflect programs that may not have reported graduations or individuals who completed on-the-job training programs. Large changes in graduations may reflect closures, mergers, new programs, and/or other administrative changes in how and where data are reported. Graduations for RNs are from the New York State Education Department, Excelsior College, and Empire State University and do not include graduations from BSN completers, those RNs already holding RN diplomas or ADN degrees who obtained BSNs.

Graduations may include entry-level degrees and those degrees that lead to licensure. For example, social workers include those graduating with bachelor's degrees and those graduating with master's degrees. A master's degree is required for licensure in New York State.

- Healthcare administrators include CIPS codes 51.0701, 51.0702, 51.0718, and 51.2211.
- Nurse midwives include Nurse Midwife/Nursing Midwifery and Direct Entry Midwifery.
- Audiologists & speech-language pathologists include graduations in audiology (51.0202), speech-language pathology (51.0203), audiologists and speech-language pathologists (51.0204), and communication sciences and disorders (51.0201).
- Creative arts therapists include graduations in art therapy (51.2301), dance therapy (51.2302), and music therapy (51.2305).
- Registered nurses with advanced education include graduations or certificates in adult health nursing (51.3803), clinical nurse specialist (51.3813), critical care nursing (51.3814), family practice nursing (51.3805), geriatric nursing (51.3821), maternal and child health nursing (51.3806), palliative care nursing (51.3819), pediatric nursing (51.3809), perioperative/OR nursing (51.3812), public health nursing (51.3811), women's health nursing (51.3822), and nursing practice (51.3818).
- Social worker graduations include graduations in social work (44.0701) and clinical/medical social worker (51.1503).

#### 4. New York State Education Department (NYSED) Licensure Data

Licensure data from 2021 - 2025 presented in this report reflect counts of licensed healthcare professionals in New York. Data on licenses are available from NYSED on the number of individuals licensed in a healthcare profession. Licensure data in a healthcare profession represent the upper limit of the number of individuals in New York who can practice in a profession. However, some individuals who are licensed in a healthcare profession may not be working in the profession, may be working less than full-time, or may be working in the profession in another state. Licensure data, however, can provide valuable information on major trends in the supply of healthcare professionals in the state. In reviewing licensure data, please note:

- Counts of healthcare professionals by region are based on the mailing address in the licensure file, which could be either a home or a practice location. Additionally, certain individuals in the file may be licensed to practice in New York but live in another state.
- Social workers (SWs) are licensed in New York as either licensed clinical social workers (LCSWs) or licensed master social workers (LMSWs). Although state and federal labor department data sources provide statistics for LCSWs and LMSWs combined collectively as social workers, the licensing distinction is reflected for the purposes of understanding recruitment and retention difficulties.
- Nurse practitioners are licensed as RNs but are certified in 1 or more of 16 NP specialties. Information presented in the report at the regional level represents a duplicated count of NPs across all specialties. The statewide count, however, is unduplicated.

#### 5. US Census Bureau, American Community Survey

The American Community Survey (ACS) is conducted each year and is used to provide population estimates. The 2019 - 2023 5-year estimates from the ACS were used to describe selected population characteristics by NYSDOL regions. The population characteristics included total population, age by category, poverty, race/ethnicity, and education level. The education levels and rates were based on individuals aged 25 years and older. The following ACS categories were combined into 1 category for this report:

- Category "Population with Less than a High School Diploma" data was a combination of "Total population aged 25 and older with less than 9th grade education" and "Total population aged 25 and older with 9th to 12th grade education, no diploma."
- Category "Population with a high school diploma or equivalent" was a combination of "Total population 25 years and older who is a high school graduate (includes equivalency)" and "Total population aged 25 years and older, some college no degree."

#### 6. New York State Department of Health

Data for the New York State Community Health Indicator Report (CHIRS) for 2019 - 2023 (2019 - 2021 for cancer), were used to describe the health of the population by NYSDOL regions. The health indicators were obtained from CHIRS and include information on deaths, births, and hospitalizations. Both counts and rates are reported for an average of 3 years. Diabetes hospitalization data are for those with diabetes as the primary diagnosis for hospitalization. The rates for calculating these health indicators are as follows:

- Infant death rates are reported per 1,000 live births.
- Total birth rates are reported per 1,000 females aged 15 to 44 years.
- Teen birth rates are reported per 1,000 females aged 15 to 19 years.
- Low-birthweight rates and percentage of late/no prenatal care are reported per 100 live births. Percent of late/no prenatal care was based on those births where information was provided and not on total births.
- All deaths are reported per 100,000 total population.
- Rates per 10,000 for asthma hospital admissions, aged 25 to 44 are based on population aged 25 to 44 years, and rates per 10,000 for asthma hospital admissions, aged 45 to 64 are based on population aged 45 to 64 years.
- Rates per 10,000 for pediatric asthma hospital admissions are based on population aged birth to 17 years.
- All other rates per 10,000 for hospitalizations and emergency department (ED) visits are based on the total population.

#### B. Terminology

The settings used in this report are based on the North American Industry Classification System (NAICS) for the healthcare sector. The breakdown of settings within the healthcare sector is as follows:

- Hospitals (public and private)
- Nursing and personal care facilities (excluding residential, mental health and substance abuse facilities, and other residential care facilities)
- Home healthcare
- Ambulatory care settings (excluding home healthcare), including:
  - Medical and diagnostic laboratories
  - Offices and clinics of Doctor of Medicine
  - Offices and clinics of dentists
  - Offices and clinics of other health practitioners
  - Outpatient care centers; and
  - Other ambulatory health services

This classification scheme provides standardization among the data sets presented, but it has several limitations. By limiting the analyses to the NAICS healthcare services industries, healthcare workers in hospital-sponsored ambulatory care sites may be included in hospital employment counts. In addition, healthcare professionals in industries outside of the settings listed, such as those working in schools, insurance firms, or who are self-employed, are excluded from the healthcare sector counts.

Historically, OES groups occupations by category. These occupational categories also have limitations. For example, prior to 2010, registered nursing made no distinction between NPs, nurse midwives, and RNs. Additionally, nursing aides, orderlies, and attendant's occupational category includes multiple job titles, levels of training, and certifications.

There are some job titles in a healthcare setting that may not necessarily reflect similar OES occupational classifications, and this may cause some problems in reporting. For example, confusion may result from the difference in defining a home health aide as any individual providing services in the home or as an individual who completes home health aide certification requirements.

Throughout this report some abbreviations are used, including:

- CNA -- certified nursing aide
- FPL -- federal poverty level
- FQHC -- federally qualified health center
- LCSW -- licensed clinical social workers
- LMSW -- licensed master social workers
- LPN -- licensed practical nurses
- MDS -- minimum data set (coordinators)
- NP -- nurse practitioners
- RN -- registered nurses

### C. Geographic Areas

For purposes of this report, NYSDOL regions are used as described below and as depicted in Figure 1 on page 3. The regions and their respective counties are:

- Capital District: The counties of Albany, Columbia, Greene, Rensselaer, Saratoga, Schenectady, Warren, and Washington.
- Central New York: The counties of Cayuga, Cortland, Madison, Onondaga, and Oswego.
- Finger Lakes: The counties of Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming, and Yates.
- Hudson Valley: The counties of Dutchess, Orange, Putnam, Rockland, Sullivan, Ulster, and Westchester.
- Long Island: The counties of Nassau and Suffolk.
- Mohawk Valley: The counties of Fulton, Herkimer, Montgomery, Oneida, Otsego, and Schoharie.
- New York City: The counties of Bronx, Kings (Brooklyn), New York (Manhattan), Queens, and Richmond (Staten Island).
- North Country: The counties of Clinton, Essex, Franklin, Hamilton, Jefferson, Lewis, and St. Lawrence.
- Southern Tier: The counties of Broome, Chemung, Chenango, Delaware, Schuyler, Steuben, Tioga, and Tompkins.
- Western New York: The counties of Allegany, Cattaraugus, Chautauqua, Erie, and Niagara.

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