The Healthcare Workforce: Current Issues and Potential Solutions

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HANYS
Post-Acute and Continuing Care Quarterly Meeting
November 12, 2026

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Center for Health Workforce Studies

The Center for Health Workforce Studies (CHWS)—established in 1996—is an academic research center based at the College of Integrated Health Sciences at the University at Albany, State University of New York

Mission:
To provide timely, accurate information and conduct policy-relevant research about the health workforce

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

New York Specific CHWS Work

- Annual NY Workforce Report
- RN Education Survey
- Recruitment and Retention Surveys
- Re-Registration Surveys
  - LPNs
  - NPs
  - RNs

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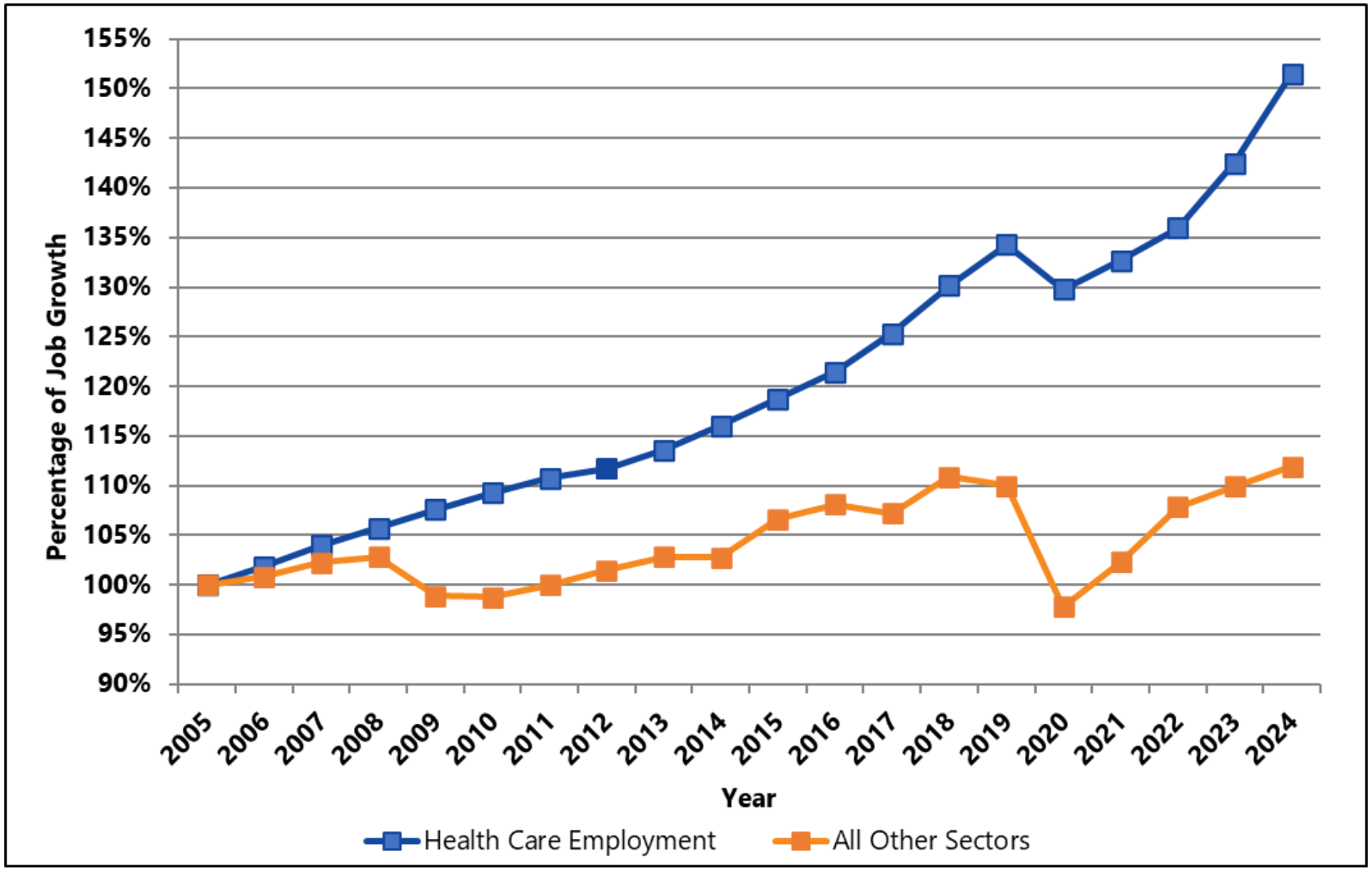
Healthcare Employment in New York State

Employment Growth in New York State, 2005-2024



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

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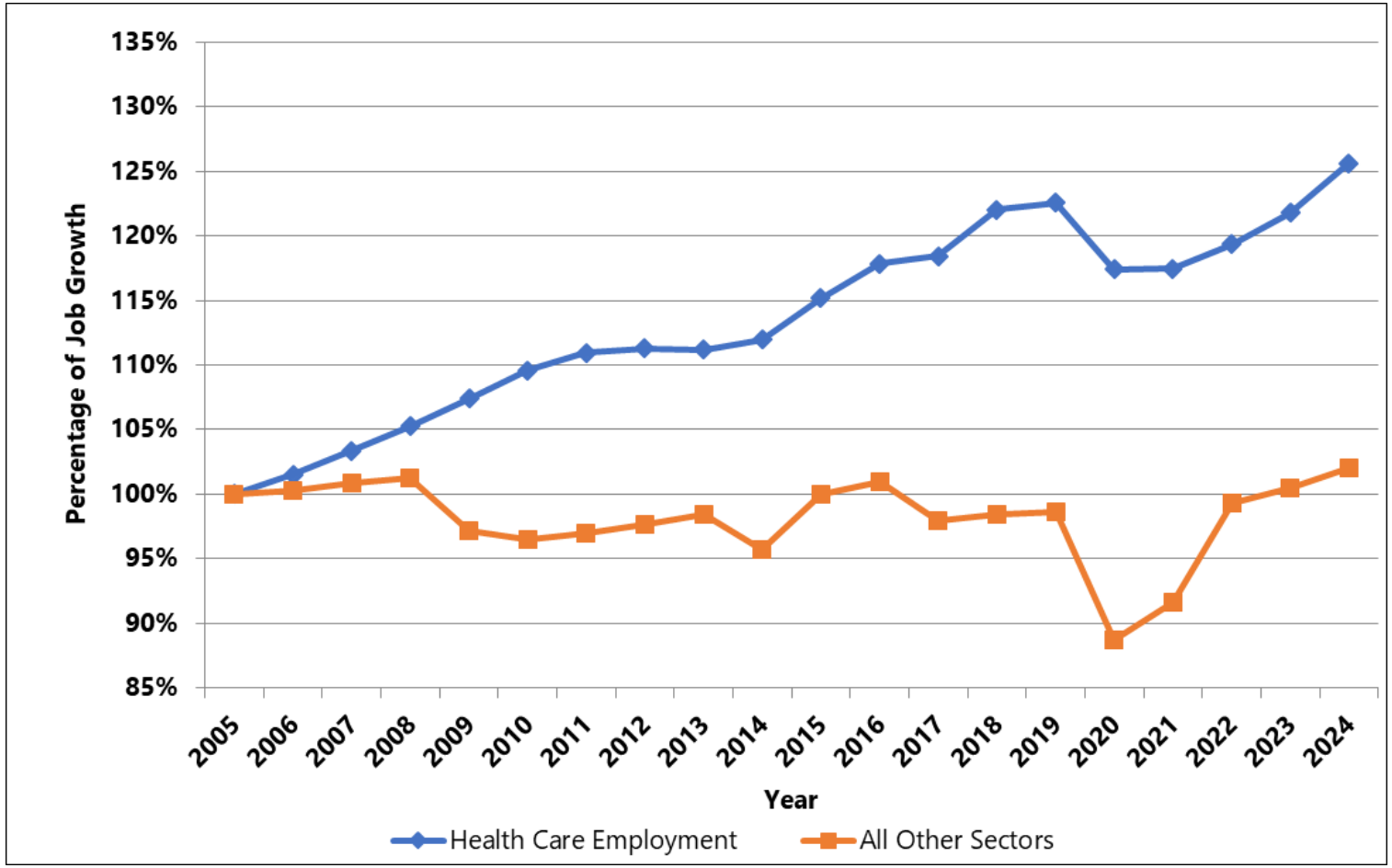
Healthcare Employment in Upstate New York

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



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

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Jobs in Home Healthcare Growing the Fastest

Employment Growth in Selected Regions in New York State, 2020-2024

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%
Total	**863,700**	**1,202,529**	**1,395,439**	**192,910**	**16.0%**	**531,739**	**61.6%**

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

Nursing Home Jobs Declining throughout NYS

Nursing and Residential Care Facility Employment in New York State, by Department of Labor Region, 2020 - 2024

Region	2018	2019	2020	2021	2022	2018 to 2022 Change	
						Number	Percent
Capital District	11,423	11,250	10,323	9,278	8,678	-2,745	-24.0%
Central New York	8,370	8,547	8,112	7,157	6,775	-1,595	-19.1%
Finger Lakes	13,948	13,730	12,916	12,014	11,878	-2,070	-14.8%
Hudson Valley	20,405	20,665	19,363	17,961	17,359	-3,046	-14.9%
Long Island	24,490	25,282	23,492	22,227	22,089	-2,401	-9.8%
Mohawk Valley	6,418	6,278	5,911	5,224	5,021	-1,397	-21.8%
New York City	49,834	49,134	45,785	43,542	42,301	-7,533	-15.1%
North Country	2,887	2,813	2,675	2,324	2,022	-865	-30.0%
Southern Tier	6,738	6,584	6,126	5,524	5,366	-1,372	-20.4%
Western New York	15,482	15,389	14,110	12,574	12,096	-3,386	-21.9%
Total	**160,319**	**159,713**	**148,877**	**137,867**	**133,635**	**-26,684**	**-16.6%**

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

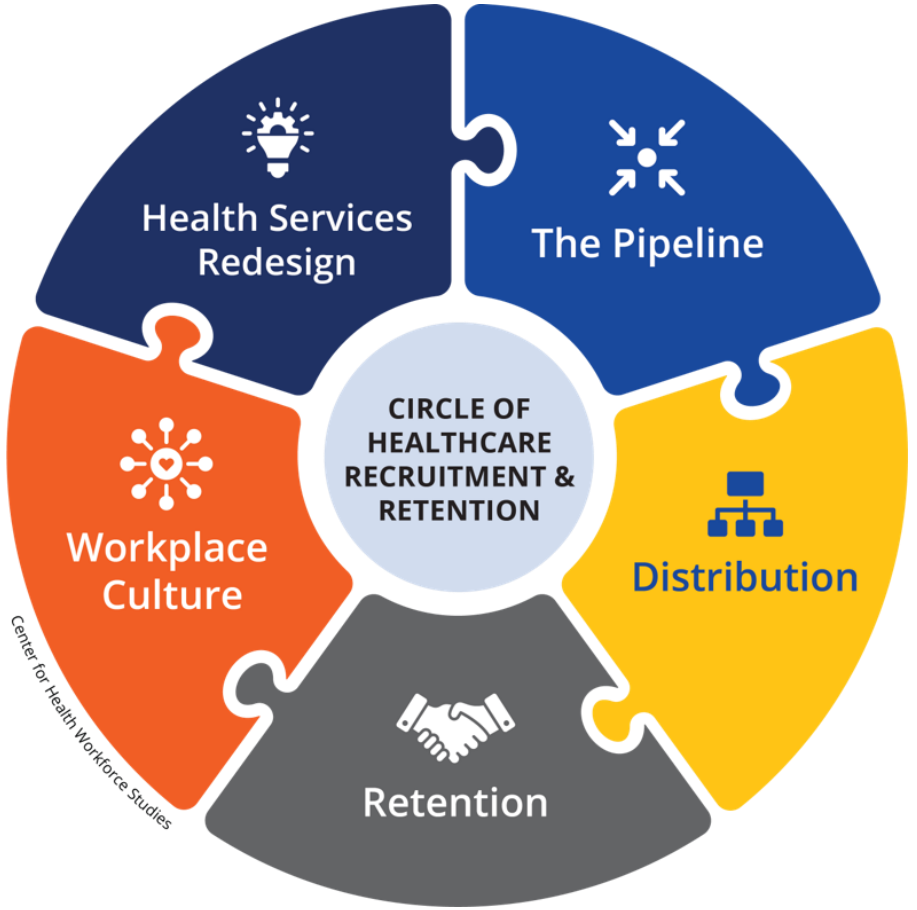
Rural Areas Showing Declines in Home Health Care Employment

Home Health Care 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%
Total	**262,208**	**271,668**	**291,333**	**327,370**	**370,786**	**108,578**	**41.4%**

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

The Circle of Healthcare Recruitment and Retention: Integrated Strategies for a Sustainable Health Workforce



Building the Pipeline

- Apprenticeships
- Grown your own scholarships and loan repayment
- Introducing middle school and high school students to health careers
- Linkages with local high schools, colleges, and universities
- Shadowing opportunities
- State and federal scholarships and loan repayment

Distribution and Recruitment

- Career pathway programs
- Expanded nurse residency programs
- Expanded residency training
- State and federal scholarships and loan repayment

Supporting Existing Staff

- Child/dependent care assistance
- Increasing hourly pay
- Increasing pay for extra shifts or for longer/irregular hours
- Paying referral bonuses
- Paying retention bonuses
- Paying for tuition/upskilling

Addressing Workplace Culture

- Allowing more per-diem or part-time work
- Creating career advancement opportunities
- Implementing satisfaction surveys or stay interviews
- Restructuring work week (eg, 4-day work week with longer hours per day)
- Hybrid work (if feasible)
- Addressing violence

Think Beyond the Existing Workforce Model

- Care teams
- Flexible staffing
  - Float pools
  - Hybrid
- Increased use of technology
  - Telehealth
  - Virtual nursing
- Task shifting/task sharing
  - What can other staff do within their scope of practice

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Questions?

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