NY Registered Nurses
What Do We Need to Know?

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Center for Health Workforce Studies

• An academic research center established in 1996 and based at the School of Public Health at UAlbany

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

• **Goal:** To provide data and information that can assist in decision making on health workforce programs and policies

• **Funding** from a variety of sources including federal and state government, foundations, providers and their associations, labor unions
COVID Impacts on NY Nursing Workforce

• Changes in RN education
  o More simulation, less patient contact
  o New grads less prepared for transition to practice
  o Decline in NCLEX pass rates

• Demand for RNs is outstripping available supply

• Health care providers in all settings report that currently RNs are the most challenging profession to recruit and retain
Critical Need for Data on New York’s Active RN Workforce

• Demographic characteristics
• Distribution
  o By geography
  o By setting
• Education level
• Practice characteristics
• Future plans
Voluntary RN Re-Registration Survey

- Working with SED, voluntary RN re-registration surveys were added to license renewal materials in 2008
- Initially effective with high response rate with mail-in license renewal
- Starting in 2012, SED moved to online license renewal
- As a result, survey response rates plummeted
- Data were insufficient for meaningful analyses
Re-registration Survey Response Rates for Dentists, NPs, PAs, and RNs, 2011 - 2016
What Changed?
Mandatory NP Re-Registration Survey

• Effective September 1, 2015, certified NPs in NY were required by law to provide information to the state at the time of relicensure
• CHWS, working with SED and DOH, helped with survey design, data collection/compilation and analysis
• Very high response rate
• Survey data used to disseminate information about the state’s NP workforce
Disseminating Information on NY Nurse Practitioners

- 2021 Report: A Profile of New York State’s Patient Care Nurse Practitioners
- 2021 Research Brief: Nurse Practitioner Diversity in New York State
- Infographic: Profile of Nurse Practitioners in New York State

More Than One-Third of NPs Provide Primary Care\* Services

35% of all NPs Provide Primary Care Services

50% of Them Work in Primary Care Health Professional Shortage Areas (HPSAs)\(^3\)

\*Primary care NPs are patient care NPs with a primary care specialty who work in an outpatient setting in one or more of the following specialties: general practice, family practice, general internal medicine, obstetrics/gynecology, and general pediatrics.

\(^3\)Primary Care HPSAs are federal designations that identify communities or counties with shortages of primary care physicians.
Guiding Principles for Health Workforce Data Collection

- Use the most cost-effective, efficient strategies for data collection
- Build on existing reporting requirements for health professionals in the state
- Develop brief profession-specific surveys focused on key demographic, educational, and practice characteristics
- Make survey completion mandatory
- Link surveys to the registration/reregistration process
Health Workforce Re-registration Surveys

• Health Professions Data bill signed into law in 2021
  o Mandatory re-registration surveys for over 40 licensed health professions (excludes physicians)
  o No funding allocation to implement
  o CHWS, working with DOH and SED, identified limited resources to launching a small number of re-registration surveys, starting with registered nursing
Next Steps

• RN re-registration survey finalized
• Expect to go live very soon
  o [https://www.surveymonkey.com/r/BJNK3DW](https://www.surveymonkey.com/r/BJNK3DW)
• Up next: LPN re-registration survey
• Unlikely to add more professions without additional funding
Looking Ahead

Need to continue monitoring the state’s nursing workforce

- Educational pipeline
  - Annual Deans and Directors surveys

- Supply and distribution
  - RN re-registration survey

- Demand
  - Provider recruitment and retention surveys

www.chwsny.org
Questions?

• For more information, please email me at jmoore@albany.edu

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