

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
 - More simulation, less patient contact
 - New grads less prepared for transition to practice
 - 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

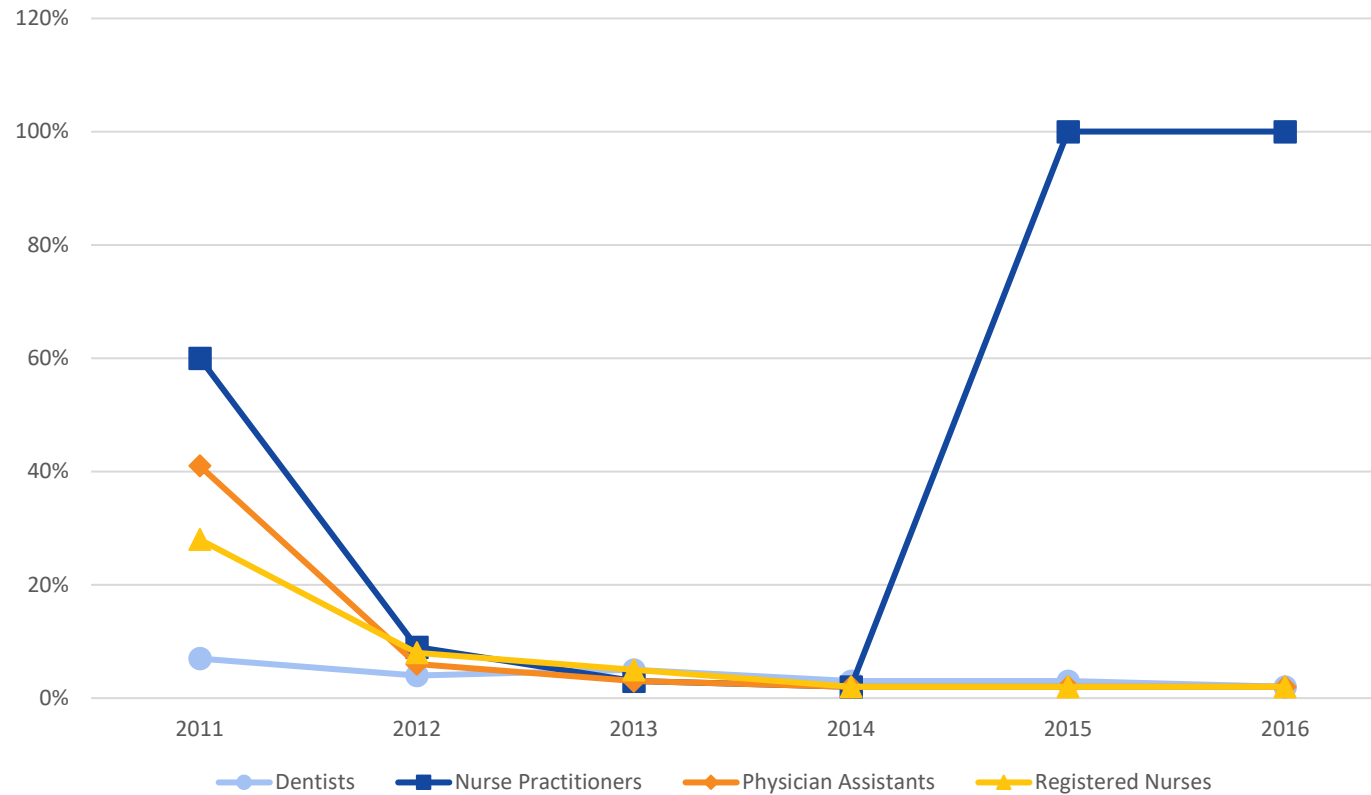
Critical Need for Data on New York's Active RN Workforce

- Demographic characteristics
- Distribution
 - By geography
 - 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



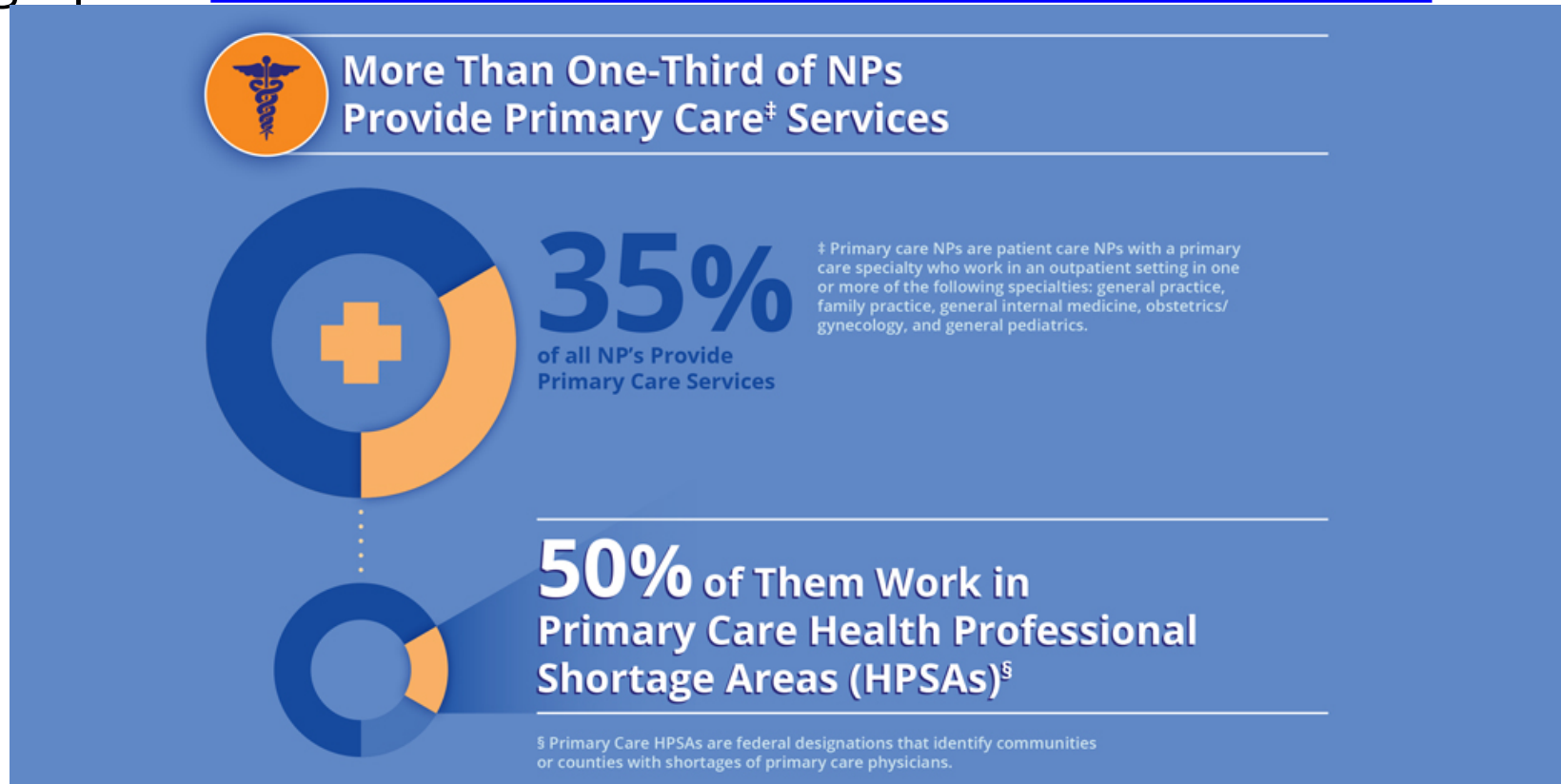
What Changed?

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](#)



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
 - Mandatory re-registration surveys for over 40 licensed health professions (excludes physicians)
 - No funding allocation to implement
 - 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
 - <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

Questions?

- For more information, please email me at jmoore@albany.edu
- Visit us at:



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