
David Armstrong, PhD, Project Director
Center for Health Workforce Studies
School of Public Health | University at Albany, SUNY

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The National Forum of State Nursing Workforce Centers, 2016 Conference
Orlando, Florida
Background

• HRSA’s Health Workforce Simulation Model
• The Future of the Nursing Workforce: National- and State-Level Projections 2012-2025
• HRSA’s Web-Based Nursing Model
The Future of the Nursing Workforce

• Report presents findings for the “status quo” model
• Assumes supply and demand are in equilibrium
• The national supply of both RNs and LPNs will surpass demand by 2025
  o RN and LPN supply are expected to grow by more than 950,000 FTEs and 260,000 FTEs respectively
  o RN and LPN demand is expected to grow by more than 610,000 and 200,000 respectively
• Distributional imbalances exists across states
HRSA’s Web-based Nursing Model

• The web-based model will allow researchers to create their own scenarios using a variety of levers
  o Entry of BSNs, ADNs, and LPNs
  o Retirement age
  o Hours per week worked
• Available to general public
• https://desam-prod.hrsa.gov/NursingModel/
Welcome to the Nursing Health Workforce Model!

Select Model

- Supply Model
- Demand Model
<table>
<thead>
<tr>
<th>User scenario</th>
<th>Status Quo</th>
<th>Description</th>
<th>Status Quo</th>
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</thead>
<tbody>
<tr>
<td>Name</td>
<td>Status Quo</td>
<td>Hours per FTE (RN)</td>
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<tr>
<td>Hours per FTE (RN)</td>
<td>35.77</td>
<td>Hours per FTE (LPN)</td>
<td>34.99</td>
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<td>Simulation Period (Years)</td>
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<td>Yearly % Change</td>
<td>0</td>
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<tr>
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<td>Yearly % Change</td>
<td>0</td>
</tr>
<tr>
<td>Add AD Level RNs Per Year</td>
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<tr>
<td>Add BA Level RNs Per Year</td>
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<td>Yearly % Change</td>
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</table>

[Run Scenario]
HRSA's Web-based Nursing Model

http://chws.albany.edu

Total Projected FTE By State For 2015

FTE

RNs

New York FTE: 290370

LPNs
Use Your Own Data

• The web-based model also allows you to use your own data

• The present study uses RN data from the New York Licensure Re-registration Survey

<table>
<thead>
<tr>
<th>State</th>
<th>Age</th>
<th>Sex</th>
<th>AssociateDegree</th>
<th>BachelorDegree</th>
<th>MasterDegree</th>
<th>LPN</th>
<th>RN</th>
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</table>
Overview of New York Study

• Compare the “status quo” model using the prepopulated data to the “status quo” model using NY RN data

• Demand for RNs in New York

• 2 Scenarios
The Status Quo Model Suggests Slower Growth When Using the NY RN Data

Projected Supply of RN FTEs in NY Using 2 Different Data Sources

- 5% difference between data sources in 2015
- 9% difference between data sources in 2025

http://chws.albany.edu
There Were Fewer Jobs for New Graduates in 2014 Compared to 2006 in New York

"Many Jobs"

- 2006: 95%
- 2014: 29%

http://chws.albany.edu
The Supply of RNs Exceeds Demand in New York

Projected Supply and Demand of RN FTEs in NY

Baseline supply
Baseline demand

http://chws.albany.edu
2 Scenarios

- Increase and Decrease entrants by 10% annually
- Early and Delayed Retirement (2 years)
Graduation Scenarios

Low and High Graduation Scenarios

- Baseline supply
- Baseline demand
- Supply with -10% grads
- Supply with +10% grads
Retirement Scenarios

Early and Delayed Retirement Scenarios

- Baseline supply
- Baseline demand
- Supply with RNs retiring 2 years early
- Supply with RNs delaying retirement 2 years

http://chws.albany.edu
Conclusion

• HRSA’s new web-based nursing model is a powerful new tool that allows researchers and policy makers to model change

• Your data can make a difference

• The projections are sensitive to change