

The Growing Demand for Healthcare Workers in New York

The United States has faced a shortage of healthcare workers for years; a challenge that was only exacerbated by the COVID-19 pandemic. In 2018, even before the pandemic, there were 27 open healthcare practitioner jobs — such as doctors, surgeons, and registered nurses — for every available unemployed healthcare practitioner across the country.¹ The situation in New York is no exception.² Despite the many barriers that internationally trained healthcare workers face to practicing medicine in the state, immigrants routinely are overrepresented in the field.³ From 2015 to 2019, immigrants on average made up 27.8 percent of the state's healthcare workers⁴ — including 37.6 percent of all physicians and surgeons⁵ — while making up 22.4 percent of the population.⁶

For New York to remain competitive and address critical shortages of physicians and other healthcare workers, it must implement policies that not only attract and retain immigrant talent that is complementary to the U.S.-born workforce, but also builds career pathways for immigrants who already call the state home.

One way to achieve this goal is to join states like Minnesota and Washington in reducing barriers for international medical graduates (IMGs) and other internationally trained healthcare workers.

From 2018 to 2022,
there were

941,608

unique healthcare worker
and technical job postings
in New York.⁷

During the same period, the
number of online healthcare
practitioner job postings in
New York increased from
162,028 to 245,458,⁸
an increase of

+51.5%

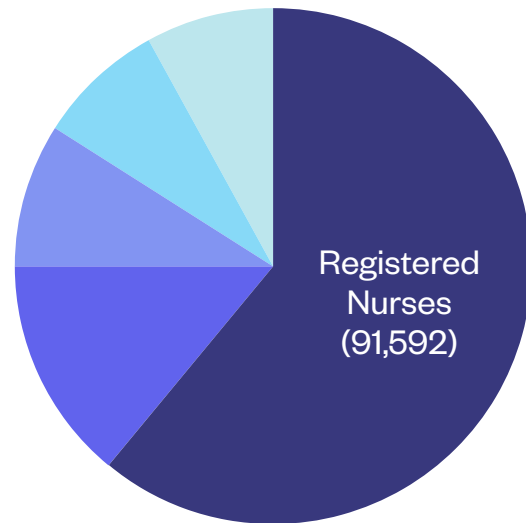
During this time period,
the average advertised
annual salary for
healthcare workers also
rose from
\$77,013 to \$99,456,⁹
an increase of

+29.1%

HEALTHCARE JOB DEMAND IN NEW YORK

From 2018 to 2022, the **top five in-demand healthcare jobs** in New York were¹⁰

- 1 Registered Nurses (91,592)
- 2 Licensed Practical and Licensed Vocational Nurses (21,346)
- 3 Nurse Practitioners (13,583)
- 4 Health Technologists and Technicians, All Other (12,168)
- 5 Clinical Laboratory Technologists and Technicians (10,041)



During the same period, the **top New York employers** hiring healthcare workers were **Northwell Health, CompHealth, General Healthcare Resources, CVS Health, and New York-Presbyterian Hospital.**¹¹

The average share of healthcare workers from 2015 to 2019 who were immigrants¹²

36.3% Clinical Lab Technologists

30.5% Licensed Practical Nurses

28.2% Registered Nurses

25.2% Nurse Practitioners

ONLINE JOB POSTINGS FOR HEALTHCARE WORKERS

As employers struggle to recruit and retain specialized healthcare workers, immigrants play a crucial role in helping to address labor shortages. With an increase in demand for multilingual and culturally competent employees, internationally trained healthcare professionals are uniquely positioned to provide support across all healthcare settings.

From 2018 to 2022, the number of healthcare job postings that required **bilingual skills** in New York increased by¹³

+65.7%

HEALTHCARE JOB POSTINGS BY RURAL-URBAN CLASSIFICATION¹⁴

The number of job postings between 2018 and 2022 by New York County Classification:

For **small/medium metro counties**¹⁵ the number of postings increased by

+43.5%

For **rural counties**¹⁶ the number of postings increased by

+33.7%

PHYSICIANS

In 2015, long before the COVID-19 pandemic, New York faced severe physician shortages, with some counties across the state registering 21 physicians per 100,000 residents.¹⁷ Future projections remain dire; New York is expected to need an additional 1,220 primary care physicians by 2030,¹⁸ significantly impacting the accessibility of healthcare, particularly in rural communities.

The number of job postings between 2018 and 2022 for physicians were:¹⁹

Oral and Maxillofacial Surgeons (+360.0%), Podiatrists (+354.1%), Cardiologists (+266.4%), General Dentists (+256.4%), Obstetricians and Gynecologists (+61.4%), and General Internists (+38.6%).

37.6%

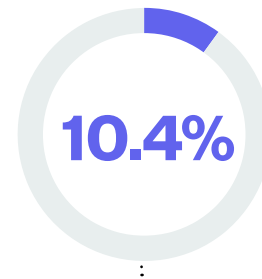
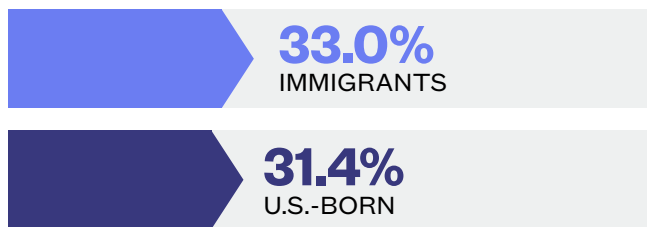
..... The average share of physicians and surgeons in New York who were immigrants from 2015 to 2019²⁰

BRAIN WASTE IN NEW YORK

Although there is a growing need for healthcare workers in New York, many immigrants who have received specialized education, training, and licensing abroad are unable to practice in the state, facing challenges related to skill recognition and recredentialing pathways. Their skillsets are often underutilized — known as “brain waste” — which frequently leads to under- or unemployment.²¹

In 2015-2019, across New York²²

Share of residents who had a biology or healthcare-related bachelor’s degree but worked in an occupation that did not require a bachelor’s degree:



Share of immigrants with professional and doctorate degrees²³ who worked in occupations in the healthcare industry that did not require a medical doctorate or professional degree.

Addressing the barriers that prevent qualified, internationally trained healthcare workers from practicing in New York will be vital to helping the state meet its growing healthcare needs.

ENDNOTES

1. New American Economy, “Immigrant Healthcare Workers Are Critical in the Fight Against Covid-19,” April 2020, <https://research.newamericaneconomy.org/report/covid-19-immigrant-healthcare-workers/>.
2. Unless stated otherwise, all data in this report is reflective of New York.
3. We define an immigrant as anyone born outside the country to non-U.S. citizen parents who is a resident in the United States. This includes naturalized citizens, green card holders, temporary visa holders, refugees, asylees, and undocumented immigrants, among others.
4. American Immigration Council analysis of the IPUMS microdata from the 2015-2019 American Community Survey, 5-Year Sample.
5. Ibid.
6. American Immigration Council analysis of data from the 1-year 2019 American Community Survey. See American Immigration Council, “Map the Impact: New York,” accessed on April 10, 2023.
7. American Immigration Council analysis of data compiled by Lightcast 2023, <https://kb.emsidata.com/methodology/emsi-data-basic-overview/>.
8. Ibid.
9. Ibid.
10. Ibid.
11. Ibid.
12. American Immigration Council analysis of the IPUMS microdata from the 2015-19 American Community Survey, 5-Year Sample.
13. American Immigration Council analysis of data compiled by Lightcast 2023, <https://kb.emsidata.com/methodology/emsi-data-basic-overview/>.
14. Using the 2013 NCHS Urban–Rural Classification Scheme for Counties, New York counties were grouped into two different population groups: medium and small metropolitan, and rural counties. NCHS medium and small metropolitan counties were combined for the middle classification. Rural counties were identified using the micropolitan and non-core NCHS classifications.
15. Small and medium metro counties in New York include Onondaga, Albany, Oneida, Rensselaer, Schenectady, Saratoga, Oswego, Madison, Herkimer, Schoharie, Broome, Tompkins, Jefferson, Chemung, Ulster, Warren, Tioga, and Washington counties.
16. Rural counties in New York include St. Lawrence, Otsego, Steuben, Chautauqua, Genesee, Cayuga, Clinton, Columbia, Cortland, Franklin, Montgomery, Cattaraugus, Fulton, Seneca, Sullivan, Essex, Chenango, Delaware, Allegany, Schuylar, Greene, Wyoming, Lewis, and Hamilton counties.
17. New American Economy, “Life Support: The Shortage of Physicians in America’s Rural Counties and How Foreign-Born Doctors Can Help,” September 2015, <http://research.newamericaneconomy.org/wp-content/uploads/2015/09/lifesupport929-1.pdf>.
18. Stephen M. Petterson, Angela Cai, Miranda Moore, and Andrew Bazemore, “New York: Projecting Primary Care Physician Workforce, 2010-2030,” Robert Graham Center, September 2013, <https://www.graham-center.org/content/dam/rgc/documents/maps-data-tools/state-collections/workforce-projections/New%20York.pdf>.
19. American Immigration Council analysis of data compiled by Lightcast 2023, <https://kb.emsidata.com/methodology/emsi-data-basic-overview/>.
20. American Immigration Council analysis of the IPUMS microdata from the 2015-19 American Community Survey, 5-Year Sample.
21. New American Economy, “Untapped Talent: The Costs of Brain Waste Among Highly Skilled Immigrants in the United States,” December 2016, http://research.newamericaneconomy.org/wp-content/uploads/2016/12/NAE_BrainWaste_V4_Digital.pdf.
22. American Immigration Council analysis of the IPUMS microdata from the 2015-19 American Community Survey, 5-Year Sample.
23. Doctorate degrees include the fields of Biology and Life Sciences, Nuclear, Industrial Radiology and Biological Technologies, and Medical and Health Sciences and Services.