

2026

# Creating a Regional Healthcare Talent Ecosystem

A GUIDE FOR HEALTHCARE EMPLOYERS





# Creating a Regional Healthcare Talent Ecosystem

## A GUIDE FOR HEALTHCARE EMPLOYERS

Simone Healthcare Development is delighted to underwrite the publication of the updated 2026 edition of the WCA's Healthcare Talent Guides. As a leading developer of ambulatory healthcare facilities, we well understand that the need for talent is top of mind for every healthcare provider.

Significant shortages exist in many key positions, and those shortages have been exacerbated by many well-documented factors: worker burnout, an aging workforce, and wage escalation, among others. This year's guide provides updated information on the top in-demand jobs as reported by you and identifies local training programs to help you fill those shortages. We are fortunate to have the resources and partners in our region who are willing to work collaboratively to truly create a locally sourced sustainable talent pipeline.

The key to creating a sustainable talent pipeline of locally educated and trained healthcare professionals lies in developing strong regional partnerships between healthcare providers, educational and training institutions, and community-based organizations. The Westchester County Association (WCA), in partnership with the Suburban Hospital Alliance, have brought together regional healthcare CEOs and training provider leaders to solve talent shortages by sharing information and resources and fostering collaboration. This WCA's expanded Career Pathways initiative includes connecting high school as well as college students with information about rewarding healthcare career opportunities.

Thanks to input from Mercer, this year's guide includes updated data on healthcare labor market trends. This includes current and future healthcare hiring trends for our region and nation.

The information in this guide will help you fill your open positions- whether you are looking for new hires or upskilling your incumbent workforce. It provides the information you need to connect with local training providers to help you build a sustainable talent ecosystem.

On behalf of Simone Healthcare Development, we remain committed to supporting our regional healthcare ecosystem and trust you will find this Guide helpful in filling your talent needs.

Sincerely,

Joe Simone  
President  
Simone Development Companies

Michael N. Romita  
President & CEO  
Westchester County Association



# Healthcare Employer Guide

## TABLE OF CONTENTS

Healthcare Occupation Trends .....	1
How to Make the Most of This Guide and Your Talent Pipeline Partnerships .....	3
High-Demand Regional Healthcare Jobs .....	4
Healthcare Career Pathways .....	9
WCA Member Educator & Training Provider List .....	11

# Future of the US Healthcare Industry

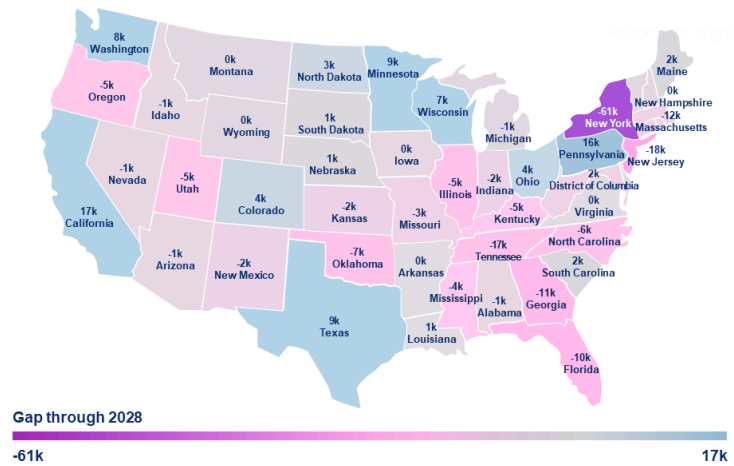
## LABOR MARKET PROJECTIONS BY 2028



**Mercer** CITATION: 2025 MERCER HEALTH & BENEFITS LLC



**A national deficit of healthcare workers projected into 2028 presents significant risk, although varies by geography and occupation.**



### Top 5 Projected Surplus States

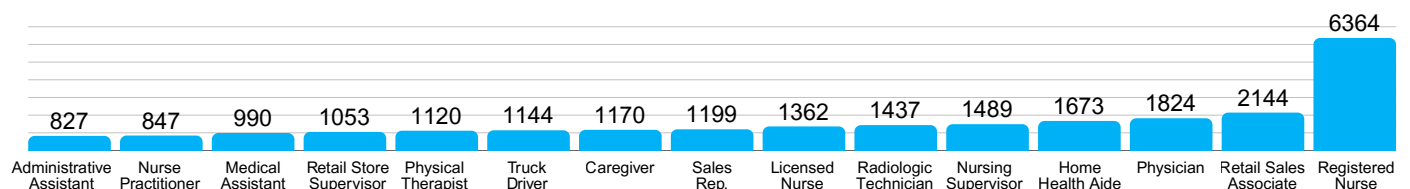
California	Pennsylvania	Texas	Minnesota	Washington
16,591	16,036	9,035	8,614	8,414

### Bottom 5 Projected Shortage States

Georgia	Massachusetts	Tennessee	New Jersey	New York
-11,308	-12,329	-16,719	-17,769	-61,473

## Top Healthcare Occupations in Westchester County

● Roles Hired (Past 8 Months; January - August 2025)



# What do we see in Westchester County, NY?

## ALL HEALTHCARE OCCUPATIONS (BY 2028)



### Key Insights

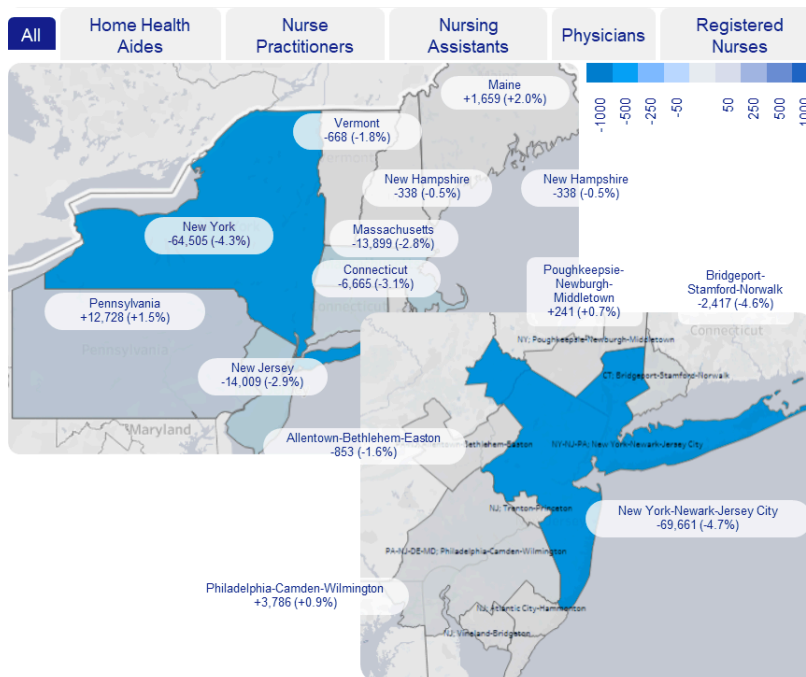
The **Northeast region** is projected to experience some of the **most severe healthcare worker shortages in the nation** with **deficits reaching 87,000** healthcare workers by 2028.

Among the Northeast region, **New York** is projected to face the **most significant shortage of healthcare workers**, with nearly **65,000 positions expected to be unfilled by 2028** (a -4.3% gap from projected demand).

When assessing **Westchester County** which falls into the **NY-NJ-PA: New York-Newark-Jersey City MSA**, it is projected that this MSA will face the **largest shortage**, with nearly 70,000 healthcare workers.

However, the surrounding MSAs including **Philadelphia-Camden-Wilmington** and **Poughkeepsie-Newburgh-Middletown** have **projected surpluses**.

### All Healthcare Occupations



### Hiring Trends Based on Shortage and Surplus Roles

Anticipated hiring based on top 10 healthcare roles with the largest projected 2028 shortages

- |  |                                  |
|--|----------------------------------|
| 1. Home Health and Personal Care Aides               | 6. Nurse Practitioners           |
| 2. Registered Nurses                                 | 7. Healthcare Support Workers    |
| 3. Nursing Assistants                                | 8. Physical Therapist Assistants |
| 4. Licensed Practical and Licensed Vocational Nurses | 9. Dental Assistants             |
| 5. Physical Therapists                               | 10. Medical Assistants           |

Anticipated reduced hiring based on top 10 healthcare roles with the largest projected 2028 surpluses

- |   |  |
|---|--|
| 1. Pharmacy Technicians                 | 6. Cardiologists                             |
| 2. General Internal Medicine Physicians | 7. Diagnostic Medical Sonographers           |
| 3. Ophthalmic Medical Technicians       | 8. Pediatricians                             |
| 4. Pharmacists                          | 9. Medical Equipment Preparers               |
| 5. Phlebotomists                        | 10. Magnetic Resonance Imaging Technologists |



## How to Make the Most of This Guide and Your Talent Pipeline Partnerships

1. Identify providers in this guide with training programs for the jobs you are looking to fill.
2. Connect with deans, faculty and career services directors to explore a talent pipeline partnership. WCA can assist with any introductions needed.
3. Offer to visit classes to tell students about work-experience, volunteer and career opportunities with your organization and to answer their questions.
4. Tell deans, faculty and career services directors what essential skills job candidates need.
5. Ask training providers to let you know about opportunities to attend on-campus events that include work-experience, volunteer and career opportunities.
6. Share your recruiting event information with deans, faculty and career services directors and ask them to share with students.
7. Identify employees you want to upskill and share this guide and with them and your tuition assistance program team to help enhance skills training and retention rates.
8. Track which colleges, universities and other training providers your employees graduated from and meet with those you want to partner with to create a talent pipeline.
9. Regularly dialogue with your training pipeline partners to help them understand your recruitment and retention challenges so they can assist you.
10. Celebrate your successes to strengthen your partnership(s) and improve your recruitment and retention outcomes.

*Contact WCA Director of Workforce Development with any questions or for any assistance at [jchapin@westchester.org](mailto:jchapin@westchester.org) or 914-948-4144.*

# High-Demand Regional Healthcare Jobs

## TECHNICIAN JOBS



### Clinical Laboratory Technician

**Institutions:**

- Mercy University
- SUNY Orange

**Credentials Offered:** Bachelor of Science (BS), four (4) years



### Radiology Technician

**Institutions:**

- Manhattan University
- Manhattanville University
- SUNY Orange
- SUNY Westchester Community College

**Credentials Offered:** Associate of Applied Science (AAS), two (2) years; Bachelor of Science (BS), four (4) years



### Respiratory Therapist

**Institution:** SUNY Westchester Community College

**Credentials Offered:** Associate of Applied Science (AAS), two (2) years



### Surgical Technician

**Institutions:**

- Adelphi University
- Monroe University
- Southern Westchester BOCES

**Credentials Offered:** Associate of Applied Science (AAS), two (2) years

# High-Demand Regional Healthcare Jobs

## NURSING JOBS



### **Certified Nursing Assistant (CNA)**

**Institutions:**

- Adelphi University
- Rockland BOCES
- SUNY Westchester Community College
- Westchester School for Medical & Dental Assistants

**Credentials Offered:** Certificate, three (3) months



### **Clinical Medical Assistant (CMA)**

**Institutions:**

- Adelphi University
- College of Westchester
- Monroe University
- Rockland BOCES
- Southern Westchester BOCES
- SUNY Westchester Community College
- Westchester School for Medical & Dental Assistants

**Credentials Offered:** Associate's Degree, two (2) years; Certificate, six (6) months



### **Licensed Practical Nurse (LPN)**

**Institutions:**

- Rockland BOCES
- SUNY Orange
- SUNY Westchester Community College

**Credentials Offered:** Certificate, one (1) year

# High-Demand Regional Healthcare Jobs

## NURSING JOBS CONTINUED



### Nursing (ASN)

**Institutions:**

- Monroe University
- SUNY Westchester Community College

**Credentials Offered:** Associate of Applied Science (AAS), two (2) years



### Nursing (BSN)

**Institutions:**

- Adelphi University
- Iona University
- Manhattanville University
- Mercy University
- Monroe University
- Pace University
- SUNY Empire
- SUNY Orange

**Credentials Offered:** Bachelor of Science (BSN), four (4) years



### Nursing (NP)

**Institutions:**

- Adelphi University
- Manhattanville University
- Mercy University
- Pace University

**Credentials Offered:** Family Nurse Practitioner (MS), online / in person, two (2) years; Advanced Family Nurse Practitioner Certificate, one and a half (1.5) years

# High-Demand Regional Healthcare Jobs

## FIRST RESPONDER JOBS



### **Emergency Medical Technician (EMT)**

**Institutions:**

- Adelphi University
- Empress EMS
- SUNY Westchester Community College
- Westchester EOC

**Credentials Offered:** Certificate, four (4) months



### **Paramedic**

**Institutions:**

- Adelphi University
- SUNY Westchester Community College

**Credentials Offered:** Certificate or an Associate of Applied Science (AAS), 18 months

# High-Demand Regional Healthcare Jobs

## BEHAVIORAL HEALTH JOBS



### Clinical Social Worker

**Institutions:**

- Adelphi University
- Fordham University
- Iona University
- Mercy University
- Sarah Lawrence College

**Credentials Offered:** Bachelor of Science (BS), four (4) years; Master of Arts (MA) / Master of Social Work (MSW), two (2) years



### Clinical and Counseling Psychologists

**Institutions:**

- Adelphi University
- Fordham University
- Iona University
- Long Island University Hudson Valley
- Manhattan University
- Manhattanville University
- Mercy University
- Monroe University
- Pace University
- Sarah Lawrence College
- St. Thomas Aquinas College
- SUNY Empire
- SUNY New Paltz
- SUNY Purchase
- SUNY Westchester Community College

**Credentials Offered:** Associate Arts (AA), two (2) years; Bachelor of Arts (BA), four (4) years; Master of Arts / Science (MA / MS), two (2) years

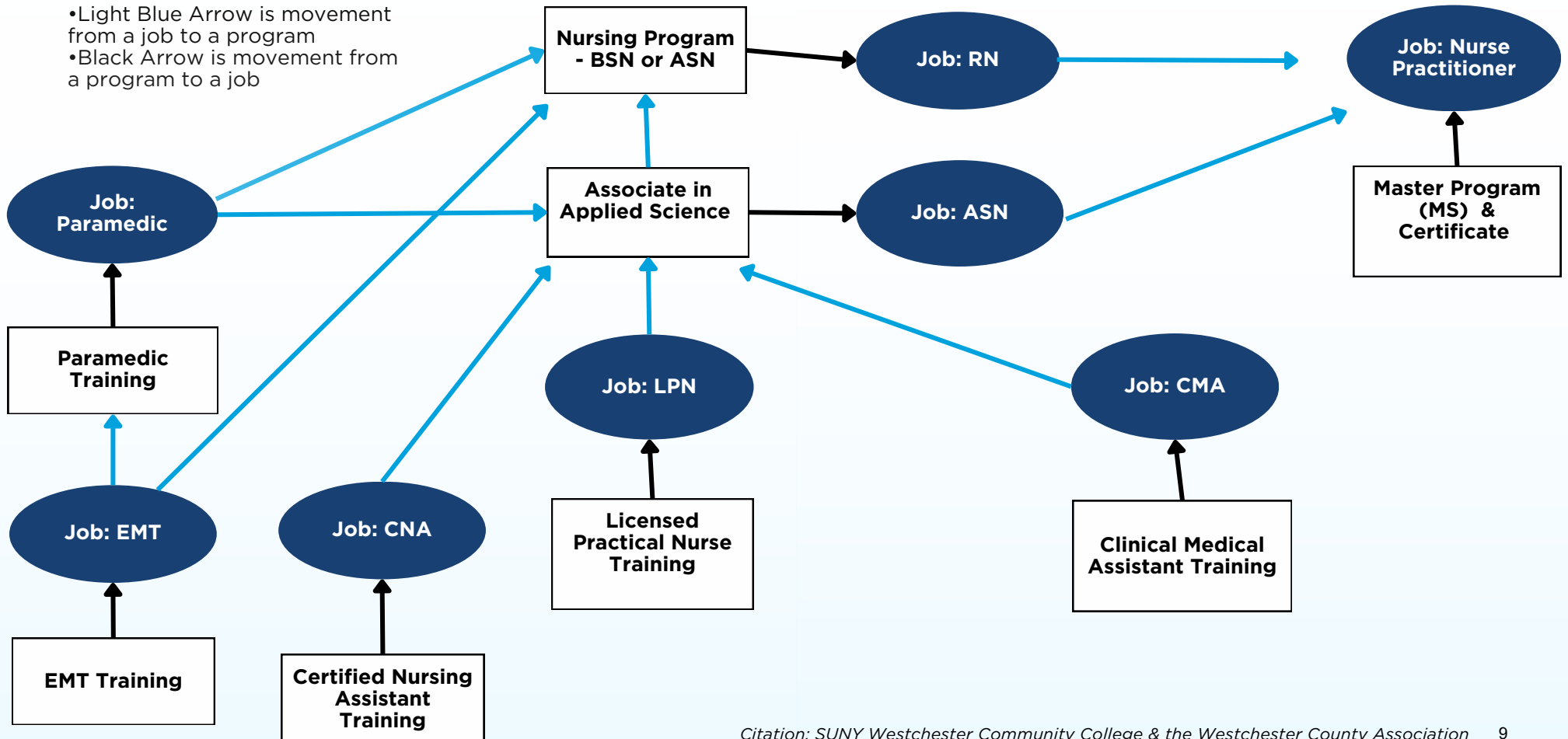
# Healthcare Career Pathways

*This chart can be used as a tool for recruitment or upskilling.  
Note: You can enter this pathway at any program level.*



## LEGEND

- White Square is a Program
- Blue Circle is a Job
- Light Blue Arrow is movement from a job to a program
- Black Arrow is movement from a program to a job



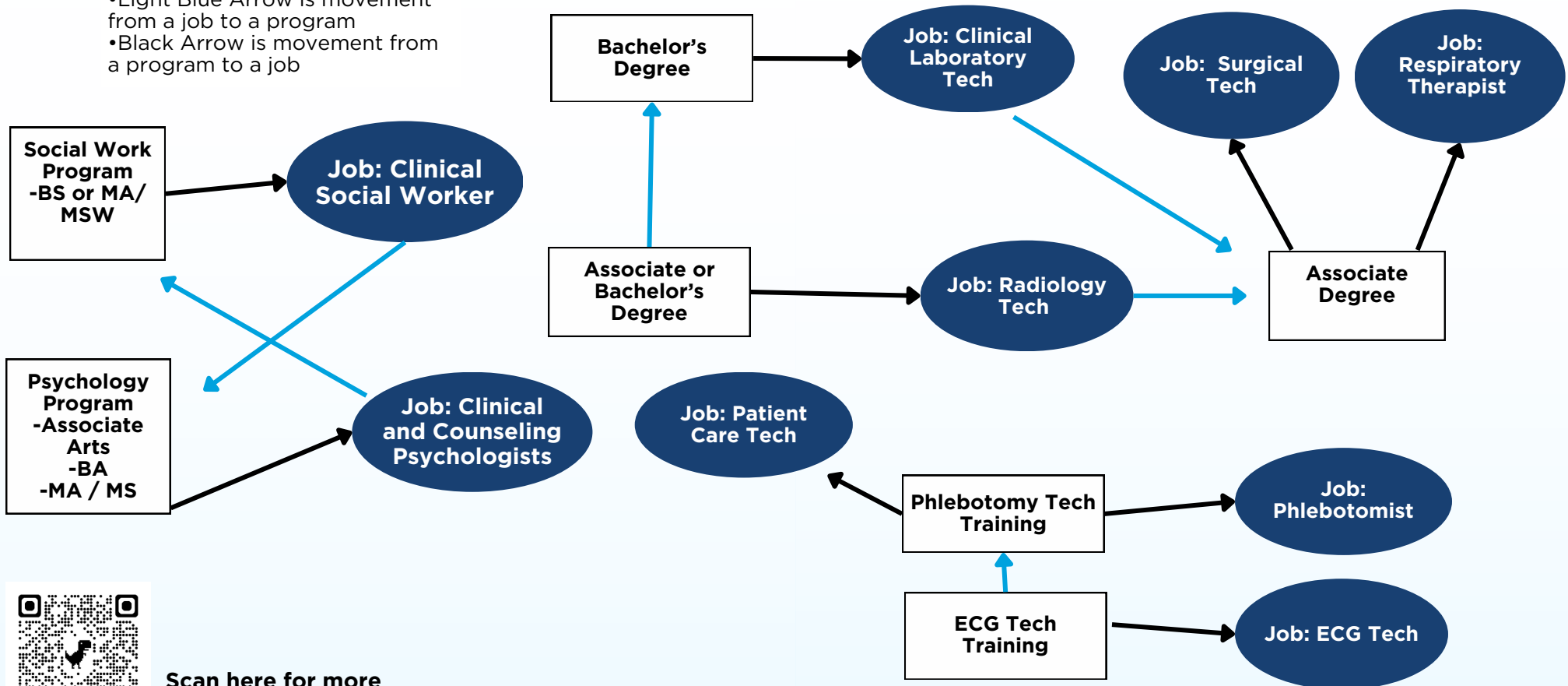
# Healthcare Career Pathways Continued

*This chart can be used as a tool for recruitment or upskilling.  
Note: You can enter this pathway at any program level.*



## LEGEND

- White Square is a Program
- Blue Circle is a Job
- Light Blue Arrow is movement from a job to a program
- Black Arrow is movement from a program to a job



Scan here for more Behavioral Health career pathways!

## WCA Member Education & Training Provider List



### Adelphi University | [adelphi.edu](http://adelphi.edu)

Adelphi University offers 120+ exceptional undergraduate and graduate programs through eight schools and colleges. The main campus in Garden City and dynamic learning hubs in Manhattan, the Hudson Valley, Suffolk County, and online serve a diverse population of nearly 8,000 students from 44 states and 64 countries.

#### Locations:

- Garden City
- Manhattan Center - NYC coming 2026
- Hudson Valley Center Poughkeepsie
- Hudson Valley Center Middletown
- Hauppauge Center



### College of Westchester | [cw.edu](http://cw.edu)

The College of Westchester (CW) offers programs at the certificate, associate degree, and baccalaureate levels in accounting, business, digital media marketing, computer network administration, information technology, human services, public health and healthcare, including both clinical and administrative functions.

Location: White Plains



### Fordham University | [fordham.edu](http://fordham.edu)

Fordham University, the Jesuit University of New York, is committed to the discovery of Wisdom and the transmission of Learning, through research and through undergraduate, graduate and professional education of the highest quality.

#### Locations:

- Bronx
- Lincoln Center
- Westchester



### Iona University | [iona.edu](http://iona.edu)

With nearly 50 undergraduate programs and more than 40 graduate programs, Iona offers rigorous, quality academics across a wide range of disciplines. Students receive exceptional education in their field of study. All programs emphasize skills needed in the real world: critical thinking, effective communication, adaptability, and creative problem-solving.

#### Locations:

- Bronxville
- New Rochelle



### Long Island University Hudson Valley | [liu.edu](http://liu.edu)

Long Island University, founded in 1926, continues to redefine higher education, providing high quality academic instruction by world-class faculty. Recognized by Forbes for its emphasis on experiential learning and by the Brookings Institution for its “value added” to student outcomes, LIU offers over 220 degree programs, with a network of over 285,000 alumni that includes industry leaders and entrepreneurs across the globe.

Location: Purchase



# WCA Member Education & Training Provider List Continued



**Manhattan University | manhattan.edu**

Manhattan University is ranked as one of the top schools in the nation for having graduates that get jobs and earn high salaries. While securing employment is important, career preparation at Manhattan University is about more than just finding a job. The Office of Career Pathways helps to guide students towards a meaningful and purpose-driven career.

Location: Bronx



**Manhattanville University | mville.edu**

At Manhattanville University, students find a welcoming atmosphere and a commitment to inclusive excellence reflected in our highly diverse community of students, faculty, and staff. Students receive a top tier education that prepares them to thrive in the real world and gain practical skills needed to be career ready.

Location: Purchase



**Mercy University | mercy.edu**

Mercy University is committed to providing motivated students the opportunity to transform their lives through higher education by offering liberal arts and professional programs in personalized and high-quality learning environments, thus preparing students to embark on rewarding careers.

Locations:

- Manhattan
- Bronx
- Dobbs Ferry



**Monroe University | monroeu.edu**

Monroe educates 8,000 students each year, offering certificate, associate, bachelor's, and master's degree programs in allied health professions, business and accounting, criminal and social justice, education, hospitality management, IT, and nursing from New York campuses in the Bronx and New Rochelle, as well as in the Caribbean nation of St. Lucia.

Locations:

- Bronx
- New Rochelle
- St. Lucia
- Online Division



Undergraduate



Graduate



Certificate

## WCA Member Education & Training Provider List Continued



### **New York Medical College | [nymc.edu](http://nymc.edu)**

New York Medical College (NYMC) is located on a 565-acre suburban campus shared with Westchester Medical Center, 15 miles outside of the New York City limits. The School of Medicine, Graduate School of Biomedical Sciences, and School of Health Sciences and Practice, the Touro College of Dental Medicine at NYMC, and the Touro College School of Health Sciences' nursing program at NYMC – all on the Valhalla campus in Westchester County, New York, provides a large catchment area that enables our students to treat and work with culturally and economically diverse populations, and pursue a wide range of career, residency and internship opportunities.

Location: Valhalla



### **Pace University | [pace.edu](http://pace.edu)**

Pace has grown to three campuses in New York City and Westchester County and enrolls more than 13,000 students in bachelor's, master's, and doctoral programs in more than 150 majors and programs. Its six schools and colleges offer a variety of courses in business, healthcare, computer science, humanities, education, science, law, the arts, and more.

Locations:

- New York City
- Pleasantville
- White Plains



### **Putnam-Northern Westchester BOCES | [pnwboces.org](http://pnwboces.org)**

PNW BOCES offers a wide range of licensing and certification programs that lead to entry-level employment in fields such as healthcare, computer technology, cosmetology, heating, and construction trade programs. Students receive support services including career counseling, job development, and job placement.

Location: Yorktown Heights



### **Rockland BOCES | [rocklandboces.org](http://rocklandboces.org)**

Rockland Adult and Community Education (RACE) provides customized, results-oriented training. Adult learners currently participate in over 30 career and technical education programs that integrate academic and technical training with employment readiness training to prepare them for employment.

Location: West Nyack



## WCA Member Education & Training Provider List Continued



### **Sarah Lawrence College | sarahlawrence.edu**

Sarah Lawrence is a prestigious, residential, coeducational liberal arts college and graduate school. Founded in 1926, the College is known for its pioneering approach to education, rich history of impassioned intellectual and civic engagement, successful alumni, and world-renowned graduate programs. In close proximity to the unparalleled offerings of New York City, our historic campus is home to an inclusive, intellectually curious, diverse community. The college offers a pre-health program and a robust psychology curriculum for undergraduate students, including summer research and internship programs; graduate degrees in Genetic Counseling, Dance/Movement Therapy, and Child Development and Social Work (MA/MSW with NYU); a collaborative graduate degree with NYU in Genome Health Analysis; and professional development and continuing education programming through the Institute for Genomics Education, Workforce & Leadership and the Child Development Institute.

Location: Bronxville



### **St. Thomas Aquinas College | stac.edu**

At St. Thomas Aquinas College, we dare you to imagine all that you can achieve—in your career and beyond. With over 100 programs across four schools—Arts & Social Sciences, Business, Education, and STEM—you'll join a close-knit, supportive community where your education is personalized to your goals. Guided by expert faculty, you'll learn by doing, discover your gifts, and ignite your passion to make a difference in the world.

Location: Sparkill



### **Southern Westchester BOCES | adulted.swboces.org**

The Center for Adult & Community Services at Southern Westchester BOCES provides an array of Workforce Development Training programs that include healthcare, technology, and the trades. The main campus is in Valhalla, with other locations in Southern Westchester.



### **SUNY Empire State University | sunyempire.edu**

Founded in 1971 as the innovative campus of the State University of New York, Empire State University empowers learners from diverse backgrounds to achieve their educational goals. We have decades of experience providing educational access through online teaching and learning, individualized instruction, mentoring, and prior learning assessment. We are SUNY's leading online institution and New York state's first and only public online institution.



Locations:

- Saratoga Springs
- Binghamton
- Brooklyn
- Buffalo
- Corning
- Syracuse
- Fort Drum
- Yonkers
- Manhattan
- Newburgh
- Staten Island

## WCA Member Education & Training Provider List Continued



### SUNY New Paltz | [newpaltz.edu](http://newpaltz.edu)

SUNY New Paltz is a public university, set in a vibrant upstate New York village, committed to making high-quality education accessible to all. We do that by helping more than 7,000 undergraduate and graduate students across 150+ programs successfully earn degrees and achieve their goals post-graduation, and by building partnerships that spark real change and growth in our communities.

Location: New Paltz



Undergraduate



Micro-credentials

### SUNY Orange | [sunnyorange.edu](http://sunnyorange.edu)

SUNY Orange has touched the lives of countless numbers of the county's 350,000 residents through its credit programs, non-credit programming and cultural events. As the needs of the community grow, the college will continue to play a significant role in the county's endeavor to face the challenges and to profit from the opportunities that await it. SUNY Orange was founded in 1950 as the first county-sponsored community college in the State University of New York system.

Locations:

- Middletown
- Newburgh



### SUNY Purchase | [purchase.edu](http://purchase.edu)

Purchase College, SUNY, offers rigorous programs in the health-related sciences—Biology, Biochemistry, Chemistry, and Psychology—designed to prepare students for graduate study and careers in the healthcare field. Small classes taught by full-time faculty enable undergraduates to conduct original research alongside faculty mentors and gain experience using advanced scientific instrumentation and evidence-based methods highly valued by employers in healthcare and critical for graduate study. Students pursuing medicine, dentistry, nursing, and other allied health careers benefit from Pre-Medical Studies Advising (undergraduates) and the post-baccalaureate Pre-Medical Studies Certificate, which align coursework, test prep, and application support. Local partnerships, including a physician-shadowing program at White Plains Hospital, provide meaningful clinical exposure and networking in the Hudson Valley.

Location: Purchase



### SUNY Westchester Community College | [sunnywcc.edu](http://sunnywcc.edu)

SUNY Westchester Community College offers more than 65 associate and certificate programs. The college also offers workforce training leading to industry-recognized credentials and licensures. The college is located in Valhalla, with extension centers in Mount Vernon, Ossining, Peekskill, and a newly expanded center in Yonkers.

Locations:

- Mount Vernon
- Ossining
- Peekskill
- Valhalla
- Yonkers



## WCA Member Education & Training Provider List Continued



### **SUNY Westchester EOC | [sunywcc.edu/locations/yonkers/eoc/](https://sunywcc.edu/locations/yonkers/eoc/)**

SUNY Westchester Educational Opportunity Center, located in Yonkers, NY, is part of a statewide system of educational enterprises. We are funded by the State University of New York, University Center for Academic and Workforce Development, and administered by Westchester Community College. SUNY Westchester EOC provides access to quality education and serves our students and the community with passion, commitment and pride. We strive to be the best adult education institution in Westchester County and the center of influence for training and career development.



Location: Yonkers

### **Westchester School for Medical and Dental Assistants | [wsmda.edu](https://wsmda.edu)**

The Westchester School for Medical & Dental Assistants prepares you for a real career in healthcare that is full of longevity. A post-secondary educational institution focused on allied health studies. Whether you're looking for dental assistant training or interested in working toward your medical assistant certification, Phlebotomy Certification, Electrocardiography Certification or Nursing Assistant Certification our school offers hands-on learning opportunities with experienced staff members that will equip you with a variety of practical and applicable skills you will be able to put toward an accomplished and satisfying career. With a proven 90% job placement rate, programs in Dental Assisting and Medical Assisting are designed to prepare graduates for immediate entry into today's growing healthcare field.



Location: Ardsley



OUR NEWEST MEDICAL BUILDING

# One Executive Boulevard

North Yonkers, NY

One Executive offers a prime opportunity for businesses to establish a presence on the prestigious North Yonkers Medical Mile. Now under the visionary leadership of Simone Development Companies, this 133,768 SF Class A office building was transformed into a state-of-the-art medical facility, providing cutting-edge spaces designed to advance healthcare innovation and support leading medical practices.



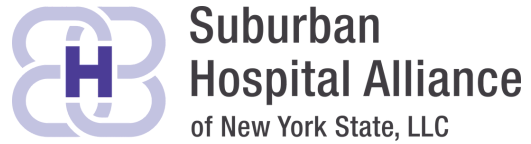
BUILDING TOUR

For leasing, please contact:

**Josh Gopan** at [jgopan@simdev.com](mailto:jgopan@simdev.com) • (718) 215-3000 x113 or  
**Jeremy Schwartz** at [jschwartz@simdev.com](mailto:jschwartz@simdev.com) • (718) 215-3000 x296

**SIMONE**<sup>®</sup>  
DEVELOPMENT COMPANIES

[simdev.com](http://simdev.com)



1133 Westchester Avenue Suite S-217 White Plains, NY 10604  
info@westchester.org | 914-948-6444

**SIMONE**<sup>®</sup>  
DEVELOPMENT COMPANIES

*This guide is generously underwritten by  
Simone Development Companies*