

NEW JERSEY COLLABORATING CENTER FOR NURSING

NJCCN delivering Leadership, Education, Research, and Innovation for a strong nursing workforce dedicated to quality care for New Jersey citizens.



NURSES IN NEW JERSEY

NEW JERSEY NURSE WORKFORCE REPORT

2013-2014

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ACKNOWLEDGEMENT

The New Jersey Collaborating Center for Nursing would like to thank the New Jersey Board of Nursing for its support and all of the licensed New Jersey registered nurses who took the time to complete the survey that provided data for this report. Without their efforts it would not be possible to estimate the findings that are included in this report.

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INTRODUCTION

The New Jersey Collaborating Center for Nursing was established by legislation on December 12, 2002. The Center works on behalf of nurses to provide evidence-based recommendations regarding the nursing workforce and its impact on patient care. The Center is in Rutgers University, School of Nursing, Newark and New Brunswick Campuses. We are guided by a 17-member board representing New Jersey nursing and healthcare stakeholders.

VISION

To be the dominant voice on nursing workforce solutions for New Jersey citizens.

MISSION

- Ensure that competent future oriented, diverse nursing providers are available in sufficient numbers and preparation to meet the demand of the evolving healthcare system in New Jersey
- Transform the healthcare system through research and innovative model programs.
- Create a central repository for education practice, and research related to nursing workforce.
- Engage academic/practice partners, inter-professional colleagues, government and legislative agencies, consumers, business and industry in workforce solutions.
- Promote a positive image for nursing.

PURPOSE

The purpose of this report is to provide data on the current nursing workforce, i.e. current supply of nurses in New Jersey that are licensed. This report encompasses the years 2013 and 2014 to ensure a full picture of the licensed workforce

METHODOLOGY

Each year a third party vendor hired by the New Jersey Board of Nursing collects data on nursing workforce in New Jersey. The NJCCN is responsible for the analysis of this data. This report is broken down by licensure levels, Licensed Practical Nurse, Registered Nurse and Advanced Practice Nurse. In each licensure level demographics, regional and county distribution, employment characteristics and employment intentions among those unemployed were analyzed.

This is the first time a report on the nursing workforce in New Jersey has been analyzed and reported since 2007. Therefore, no trends can be derived. Additionally, there were responses in several questions that did not appear to be clear to the respondents, therefore data received were not reported.

REGISTERED NURSE (RN) PROFILE

There were 112,102 Registered Nurses (RNs) renewals in New Jersey between the years 2013 - 2014 according to the New Jersey Board of Nursing (NJBON). Since the Advanced Practice Nurses are dependent on the RN license APNs are included in the 112,102 license renewals in New Jersey. Nurses were asked at renewal to complete a minimum dataset in an effort to profile the RN workforce. There were 92,346 RN respondents that completed the survey during this period.

DEMOGRAPHICS

TABLE 1: REGISTERED NURSE DEMOGRAPHIC CHARACTERISTICS

Characteristic	N=92,346	(%)
Gender		
Female	85,126	92.18
Male	7,133	7.72
ND	88	0.10
Race/Ethnicity		
White/Caucasian	62,656	67.84
Black/African-American	8,864	9.60
Asian	14,051	15.21
Hispanic/Latino	3,247	3.52
Native Hawaiian/Other Pacific	709	0.77
Am Indian/Alaska Native	243	0.26
Multiracial	1,363	1.48
No Data	1,213	1.31
Highest Education Level		
Vocational/Practical certificate-nursing	60	0.07
Diploma	10,938	11.84
Associate Degree - Nursing	23,004	24.91
Associate Degree - Other	1,081	1.17
Baccalaureate Degree - Nursing	37,064	40.13
Baccalaureate Degree - Other	7,298	7.90
Master's degree-nursing	7,033	7.62
Master's degree-other field	4,666	5.05
Doctoral Degree - Nursing	433	0.47
Doctoral Degree - Other	692	0.75
No Data	77	0.08
Total	92,346	100

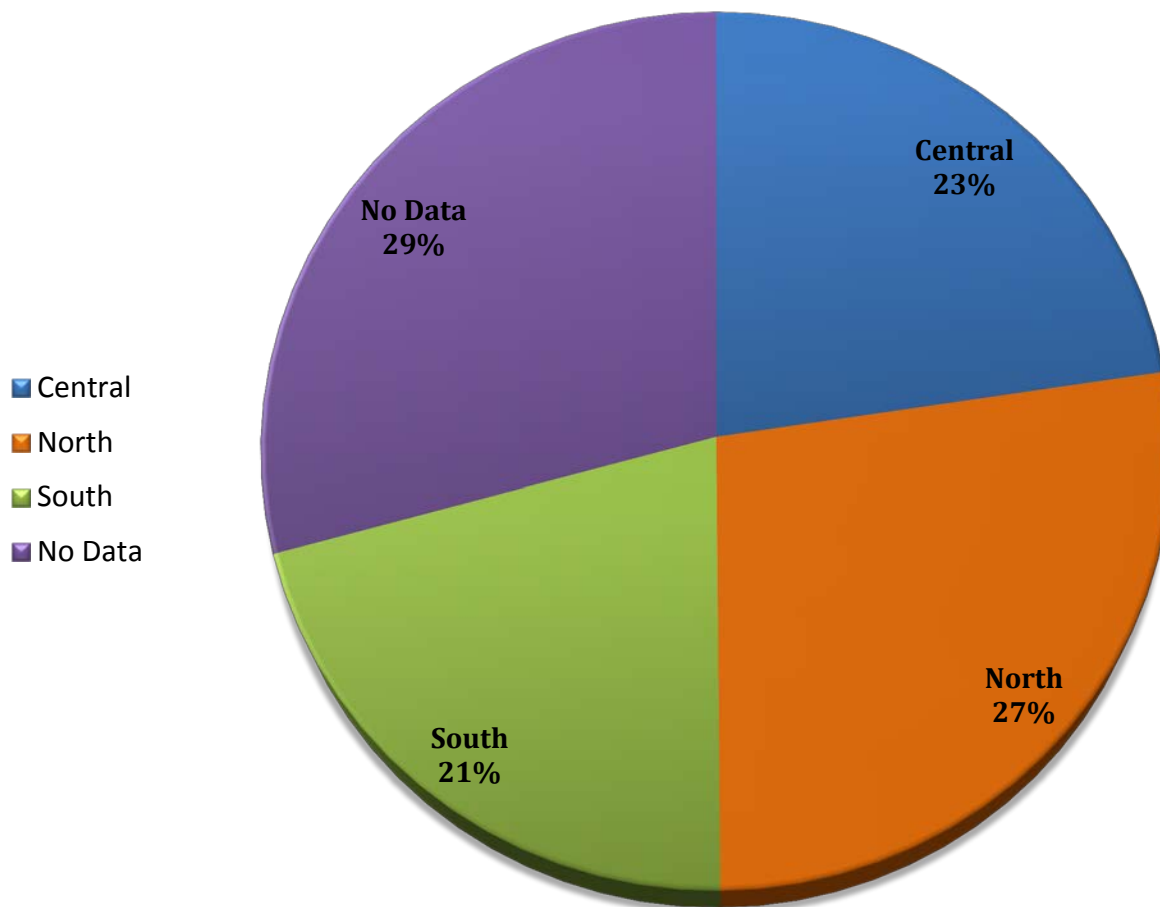
Note: The 60 responses that identified vocational/practical certificate as their highest education do not appear to be an appropriate response for this question

The mean age of RNs in New Jersey were 50 years of age, primarily female 92% (n=85,126) and White/Caucasian 68% (n= 62, 656). The number of RNs with a baccalaureate or higher degree in nursing were 48.2% (n=44,530). If you account for non-nursing degrees the number increases to 61.9% (n=57,186). These numbers exclude APNs educational levels in the state which would increase this number even further.

DISTRIBUTION OF RN RESPONDENTS BY REGION

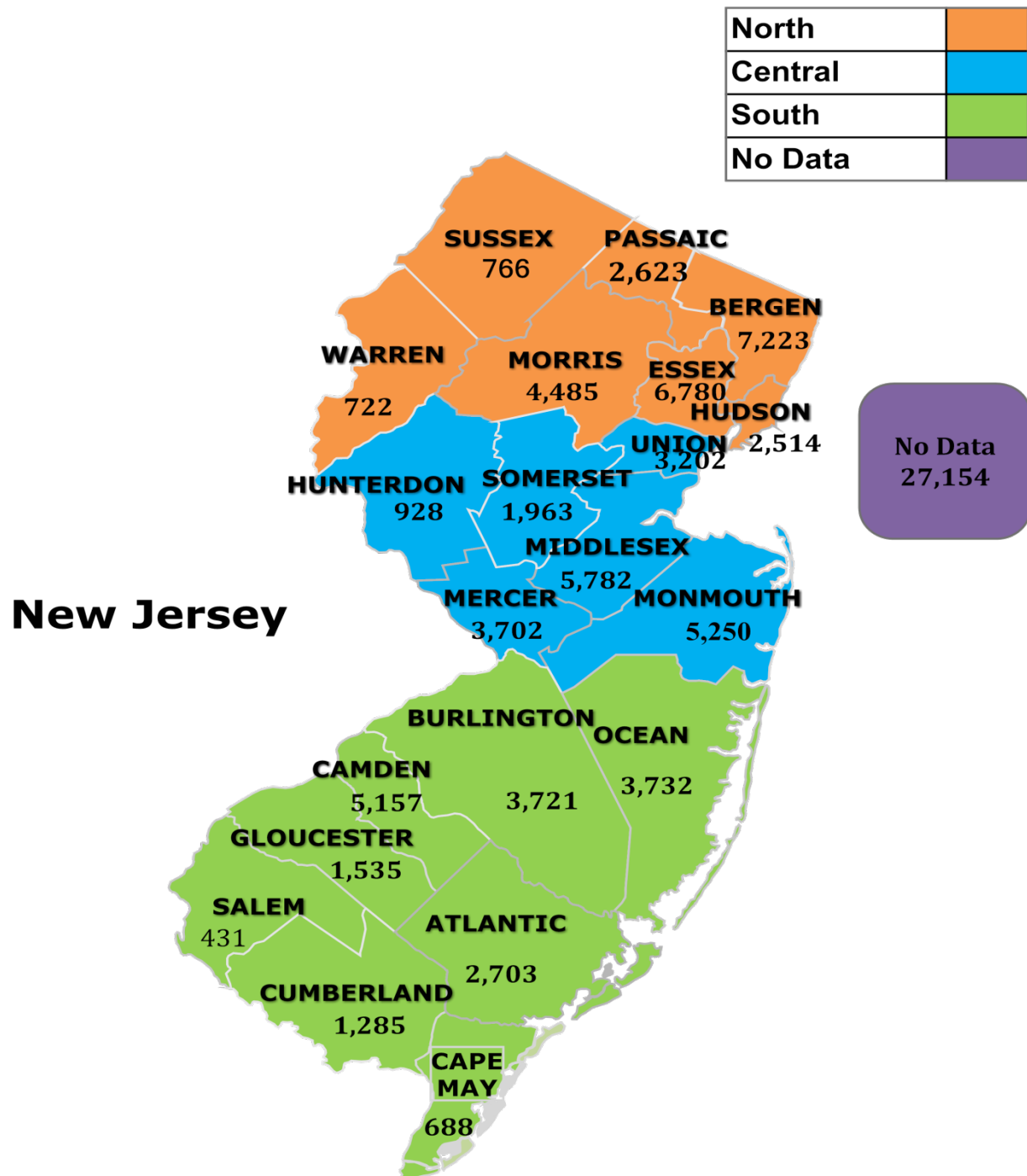
The distribution of the RNs by region can be found in **(Figure 1.)** which shows a relatively equal distribution of respondents. The number of RN respondents by county can be found in **(Figure 2.)**

Figure 1. Distribution of RN Respondents Region



DISTRIBUTION OF RN RESPONDENTS BY COUNTY

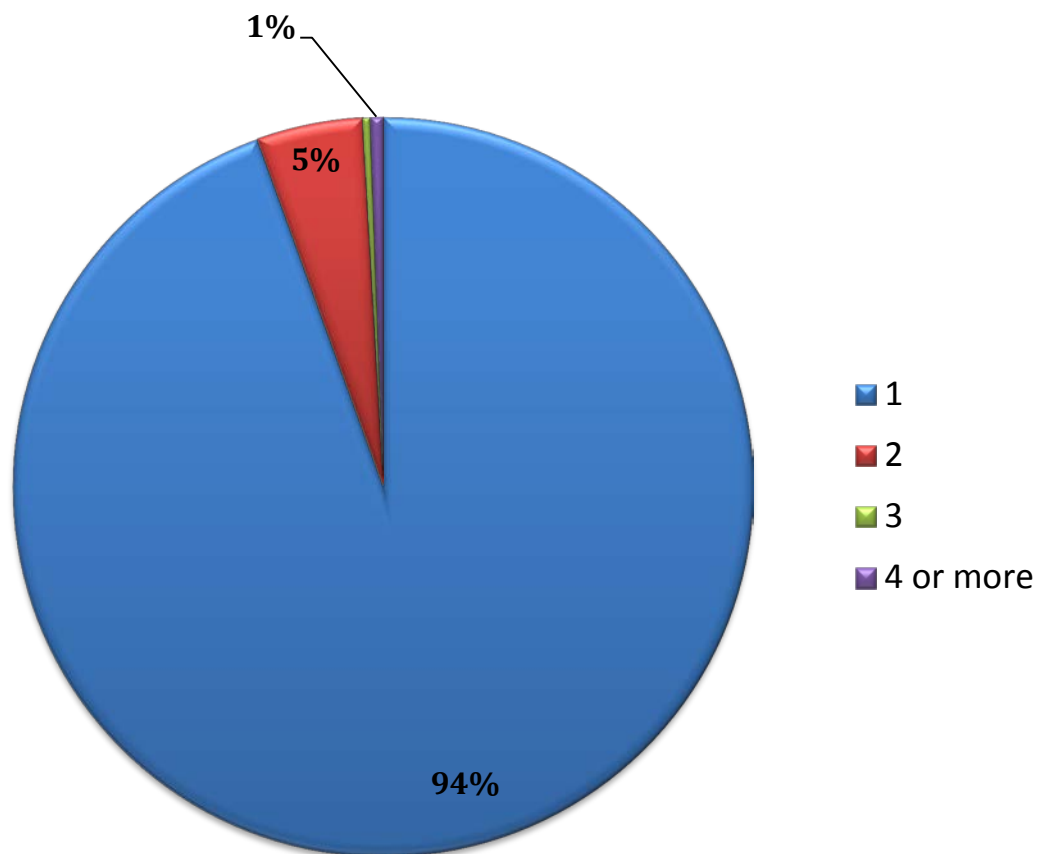
Figure 2. RN Map by County



NUMBER OF STATES RN PRACTICING

Nurses were asked to identify the list of states they were practicing in during the years 2013 to 2014. Of the total RN respondents, 94% (n=86,927) were practicing in New Jersey as their only state, and 5% identified 2 or more states.

Figure 3. RN Number of state currently practice



RN EMPLOYMENT CHARACTERISTICS

Seventy-four percent (n=68,454) of the RNs are working full-time in nursing; with 82%, (n=76,316) holding one position (**see Table 2**) and 52% (n=92,308) identifying hospitals as their primary employer (**Figure 4.**) Of those employed in a second position again the major source of employment was in the hospital setting (**Figure 5**). Average age of RNs by setting can be found in (**Figure 6**).

TABLE 2. RN EMPLOYMENT PROFILE

Characteristic	N=92,346	(%)
Employment Status		
Full-Time	68,454	74.12
Part-Time	13,595	14.72
Per Diem	3,402	3.68
ND	6,895	7.47
Non Nursing Employment Status		
Full-Time	1,923	2.08
Part-Time	383	0.41
Per Diem	120	0.13
NA	89,920	97.37
Number of Positions		
1	76,316	82.64
2	13,485	14.60
3	2,155	2.33
ND	390	0.42
Total	92,346	100

Figure 4. RN Primary Setting

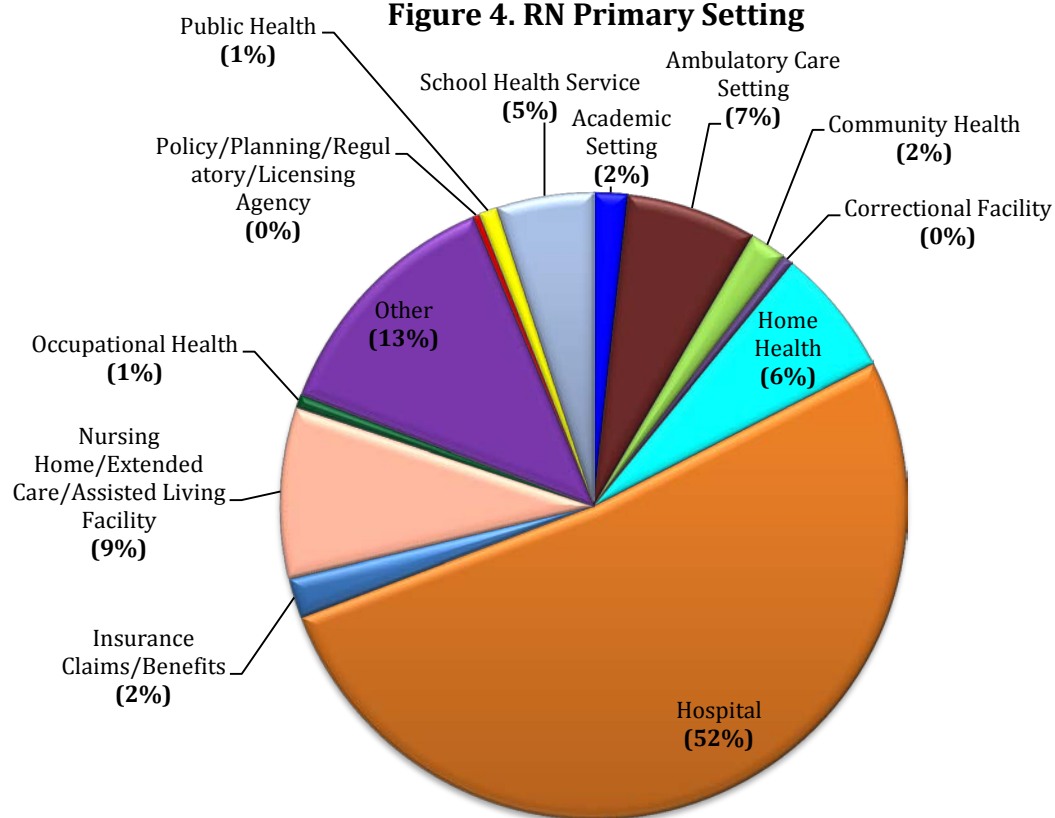


Figure 5. RN Secondary Setting

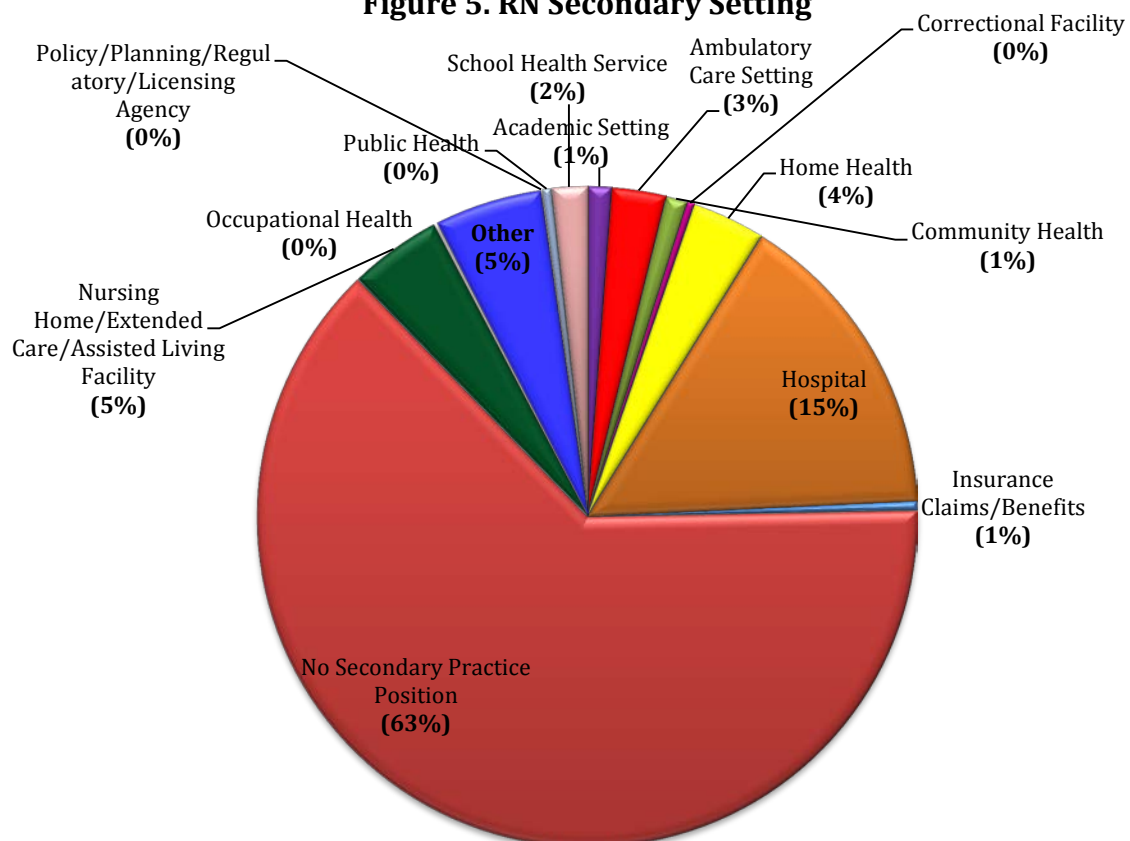
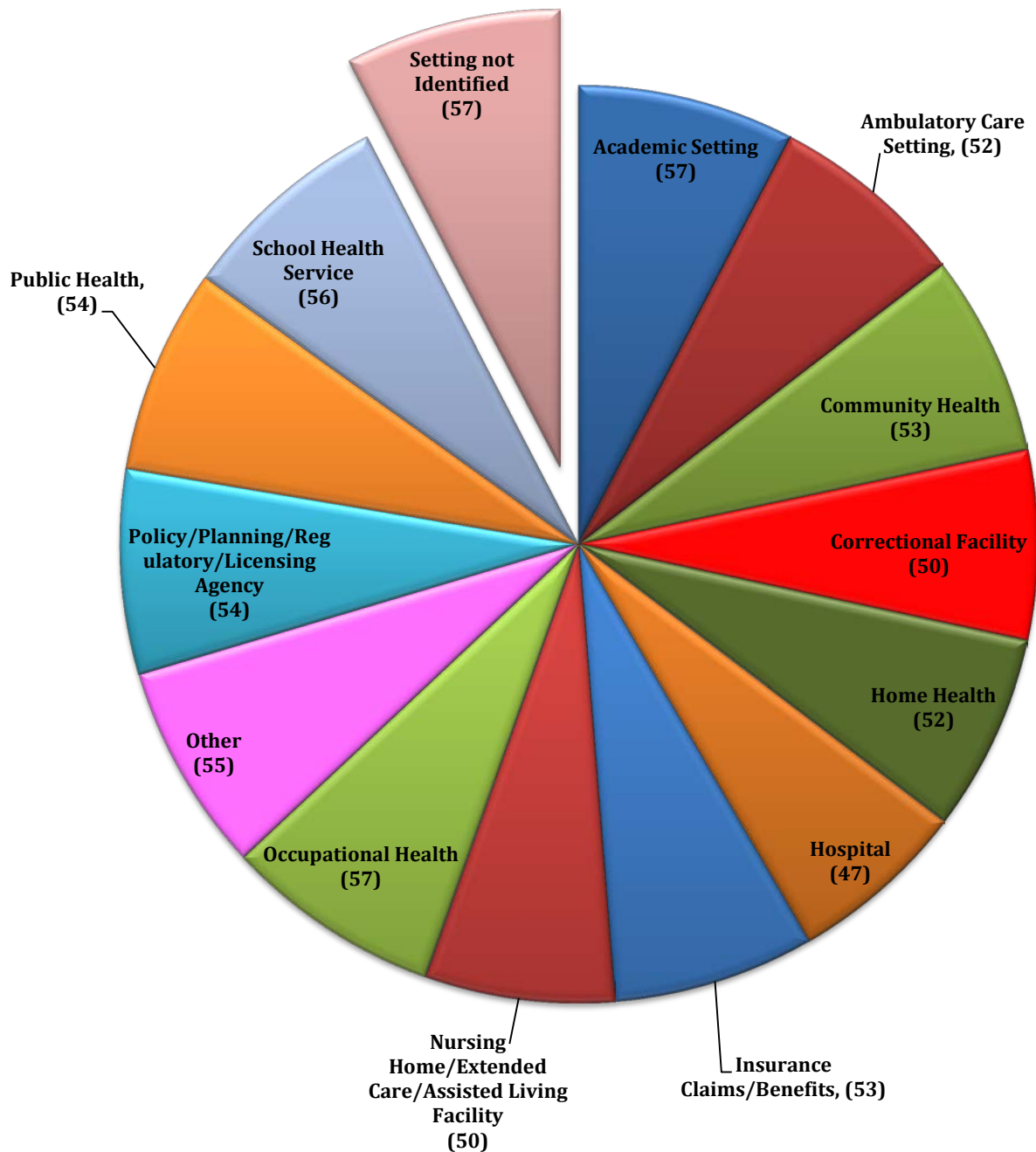


Table 3. RN Primary & Secondary Setting

Setting	Primary		Secondary	
	N=92,308	(%)	N=92,032	(%)
Academic Setting	1,628	1.76	1,093	1.19
Ambulatory Care Setting	6,159	6.67	2,437	2.65
Community Health	1,748	1.89	974	1.06
Correctional Facility	534	0.58	334	0.36
Home Health	6,087	6.59	3,298	3.58
Hospital	47,730	51.71	14,199	15.43
Insurance Claims/Benefits	1,904	2.06	399	0.43
No Secondary Practice Position		0.00	58,031	63.06
Nursing Home/Extended Care/Assisted Living Facility	8,154	8.83	4,156	4.52
Occupational Health	634	0.69	209	0.23
Other	11,929	12.92	4,808	5.22
Policy/Planning/Regulatory/Licensing Agency	305	0.33	88	0.10
Public Health	885	0.96	397	0.43
School Health Service	4,611	5.00	1,609	1.75
Total	92,308	100	92,032	100

Figure 6. RN Average Age by Primary Setting



UNEMPLOYMENT REASONS AND INTENTIONS AMONG RNS

Nurses who were unemployed were asked of their intention to seek work as a nurse or outside of the nursing field. Of the 2,741 respondents 1% (n=1,166) were not seeking work as a nurse and 1.7% (n=1,575) were seeking work as a nurse.

Nurses were asked to identify reasons for unemployment and of the 2,694 RNs responding 1% (n=996) cited home/family as their primary reason 0.5% (n=444) identified difficulty finding positions.

TABLE 4. RN INTENTIONS AMONG UNEMPLOYED

Characteristic	N=92,346	(%)
Not seeking work as nurse	1,166	1.26
Seeking work as a nurse	1,575	1.71
Employed	89,604	97.03
Total	92,346	100

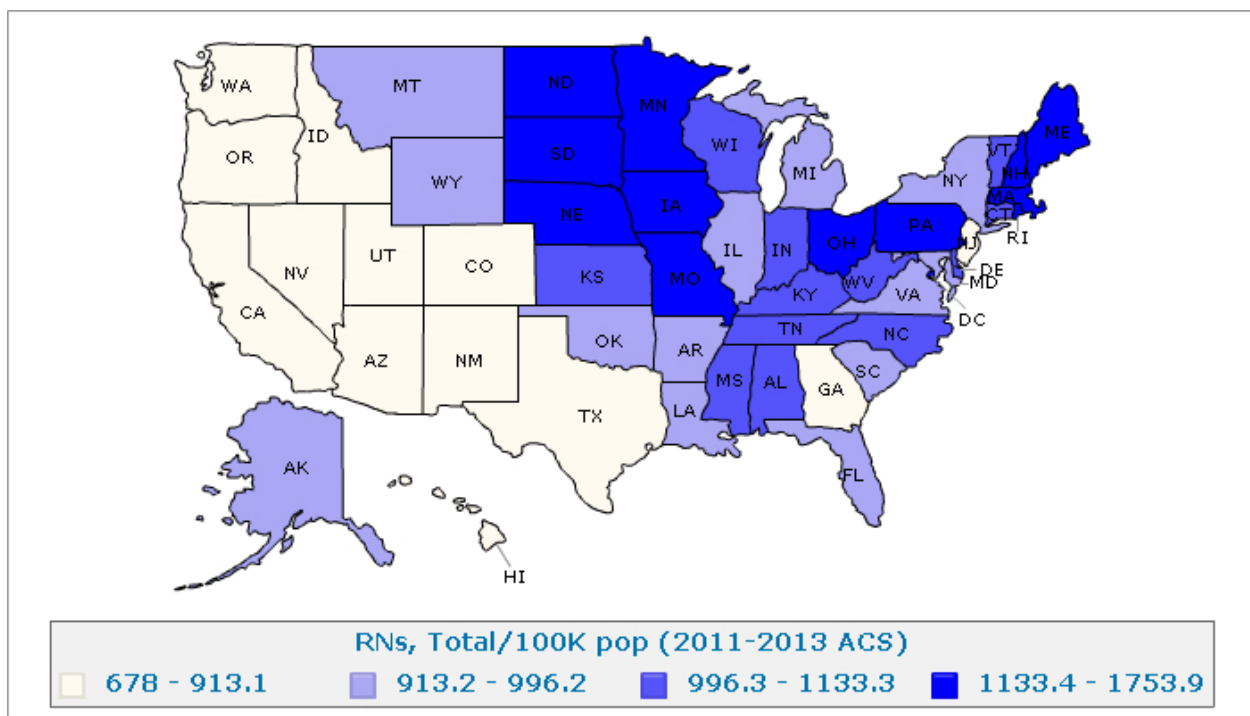
TABLE 5. RN REASON FOR UNEMPLOYED

Characteristic	N=92,346	(%)
Difficulty finding positions	444	0.48
Disabled	375	0.41
Inadequate Salary	10	0.01
Other	770	0.83
School	99	0.11
Taking Care of Home/Family	996	1.08
Employed	89,651	97.08
Total	92,346	100

RN NATIONAL STATISTICS

RNs/100K Population (2011-2013 ACS)

Figure 7. RN National Statistics



Cited from: <http://ahrf.hrsa.gov/arfdashboard/arfgeo.aspx>.

LICENSED PRACTICAL NURSE (LPN) PROFILE

There were 21,395 licensed LPNs in New Jersey between the years 2013 and 2014 according to the New Jersey Board of Nursing database. Licensed Practical Nurses were asked at license renewal to complete a minimum data set. Of the 21,395 licensed LPNs during this time period, 17,659 respondents completed the survey.

DEMOGRAPHICS

TABLE 6. REGISTERED NURSE DEMOGRAPHIC CHARACTERISTICS

Characteristic	N=17,659	(%)
Gender		
Female	15,933	90.20
Male	1,713	9.70
ND	13	0.07
Race/Ethnicity		
White/Caucasian	8,920	50.51
Black/African-American	5,544	31.39
Asian	1,197	6.78
Hispanic/Latino	1,104	6.25
Native Hawaiian/Other Pacific	128	0.72
Am Indian/Alaska Native	83	0.47
Multiracial	439	2.49
No Data	244	1.38
Type of Degree		
Vocational/Practical certificate-nursing	12,477	70.66
Diploma	2,462	13.94
Associate Degree - Nursing	553	3.13
Associate Degree - Other	869	4.92
Baccalaureate Degree - Nursing	171	0.97
Baccalaureate Degree - Other	907	5.14
Master's degree-nursing	2	0.01
Master's degree-other field	144	0.81
Doctoral Degree - Nursing	0	0.0
Doctoral Degree - Other	32	0.18
No Data	42	0.24
Total	17,659	100

Note: It is not clear why there are educational degrees identified by the respondents that show a BSN or higher degree for LPNs.

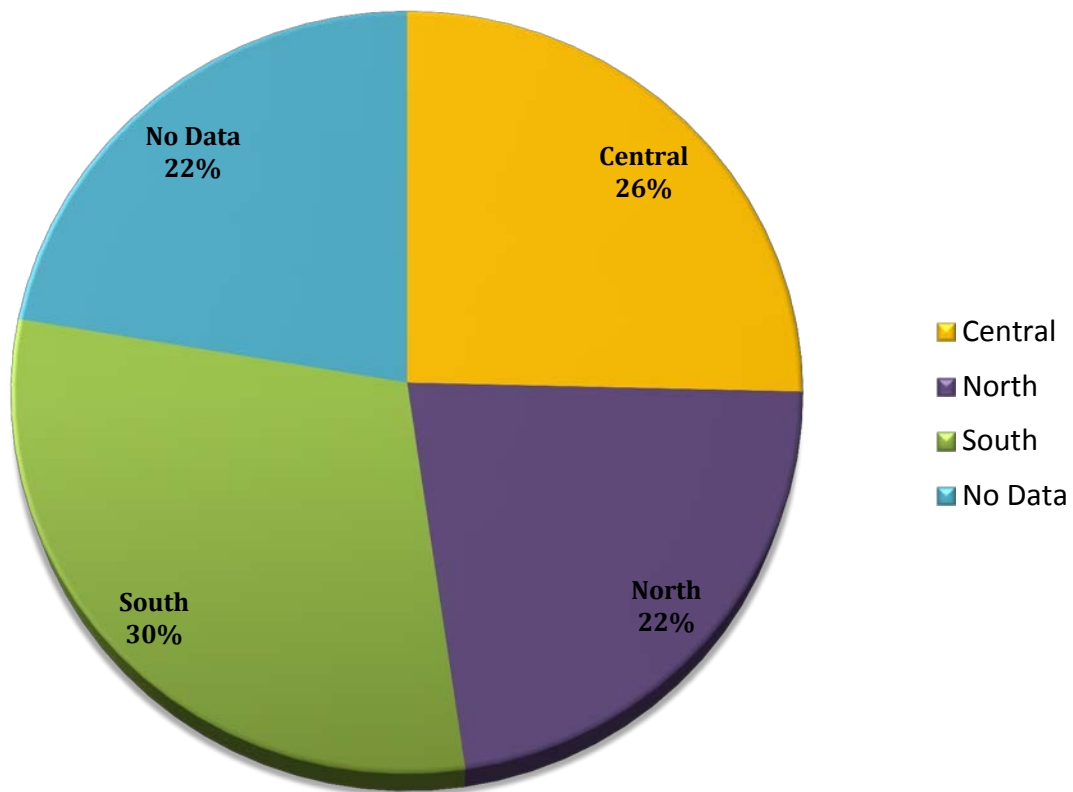
The mean age of LPNs in New Jersey is 48, primarily female 92% (n=15,933) with 50% White (n=8,920), 31% Black/African American (n=5,544). The majority of LPNs 71% (n=17,569) completed a vocational and practical nurse certificate program.

DISTRIBUTION OF LPN RESPONDENTS BY REGION

REGIONAL/COUNTY LPN DATA

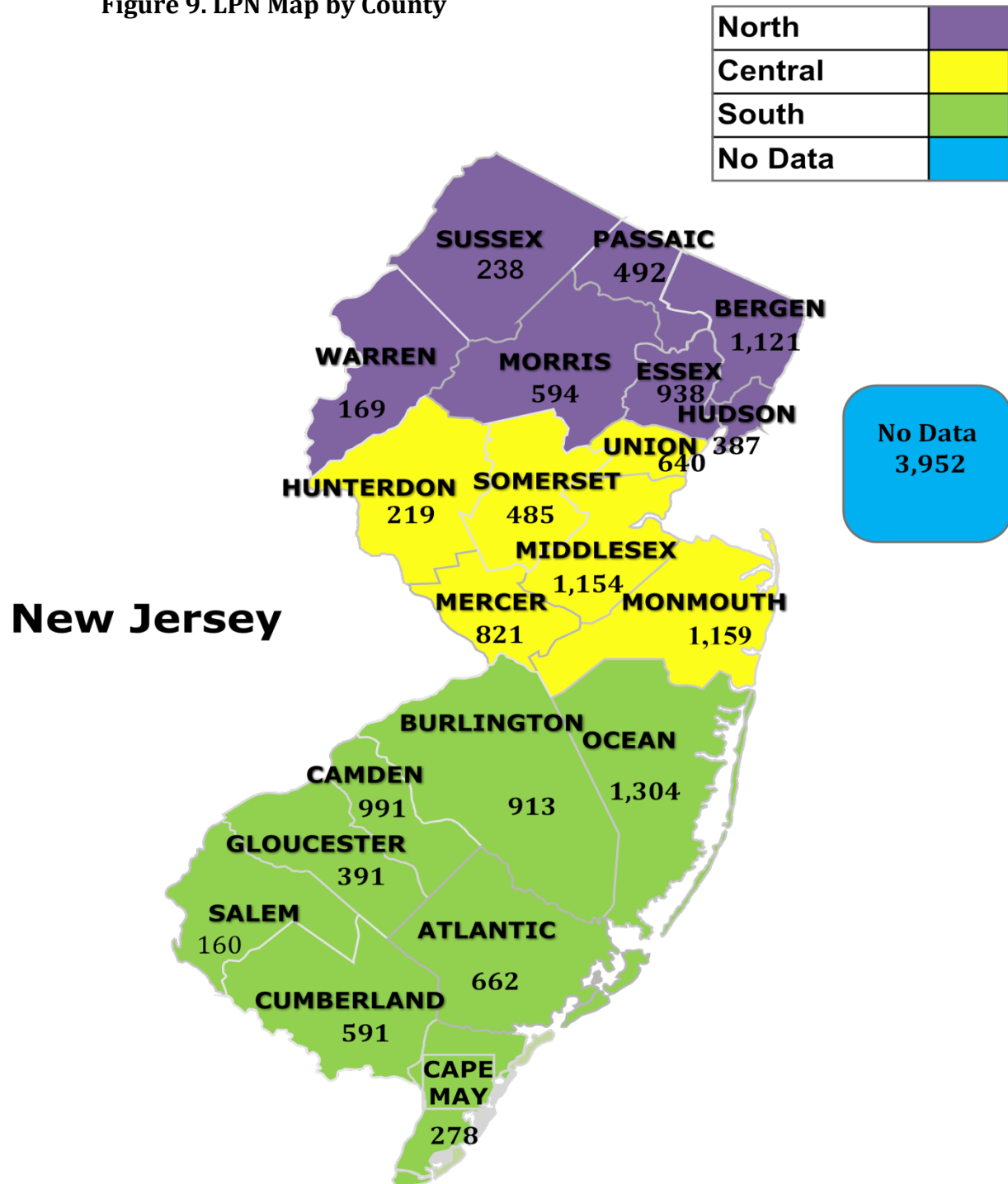
The distribution of LPNs by region can be found in **Figure 8** which shows relatively equal distribution of respondent. The number of LPNs respondents by county can be found in **Figure 9**.

Figure 8. Distribution of LPN Respondents Region



DISTRIBUTION OF LPN RESPONDENTS BY COUNTY

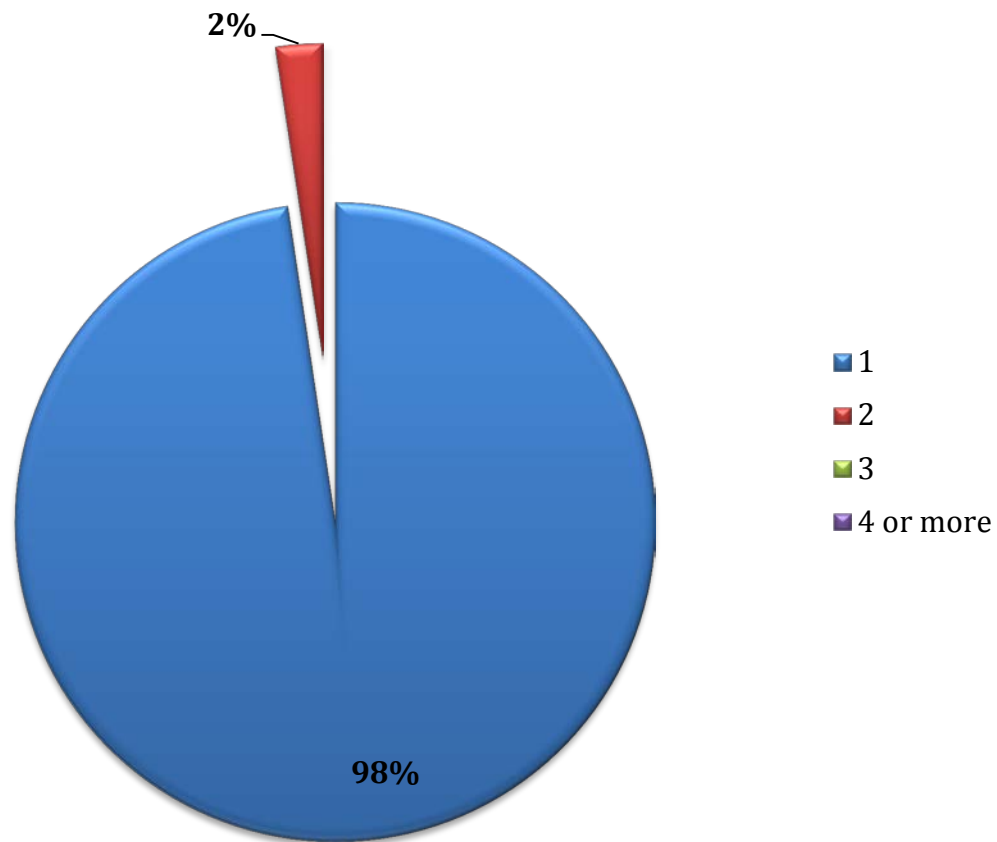
Figure 9. LPN Map by County



NUMBER OF STATES LPN PRACTICING

LPNs were asked to identify the list of states they were practicing in. Of the total LPN respondents, 98% (n=17,177) were practicing in New Jersey as their only state of employment.

Figure 10. Number of state currently practice



LPN EMPLOYMENT CHARACTERISTICS

As described in **(Table 7)** 69% (n=12,260) of the LPNs were working full-time in nursing, in 1 position (85% n=15,063). Forty seven percent (n=8,316) identified their primary employment as nursing homes/extended care assisted living, 17% (n=2,915) as other, and 15% (n=2,640) in home care. Of those employed in a secondary position again the major sources of employment were nursing homes/extended care/ assisted living settings. **(Figure 12)**

TABLE 7. LPN EMPLOYMENT PROFILE

Characteristic	N=17,659	(%)
Employment Status		
Full-Time	12,260	69.43
Part-Time	2,884	16.33
Per Diem	806	4.56
ND	1,709	9.68
Non Nursing Employment Status		
Full-Time	450	2.55
Part-Time	147	0.83
Per Diem	40	0.23
NA	17,022	96.39
Number of Positions		
1	15,063	85.30
2	2,128	12.05
3	374	2.12
ND	94	0.53
Total	17,659	100.00

Figure 11. LPN Primary Setting

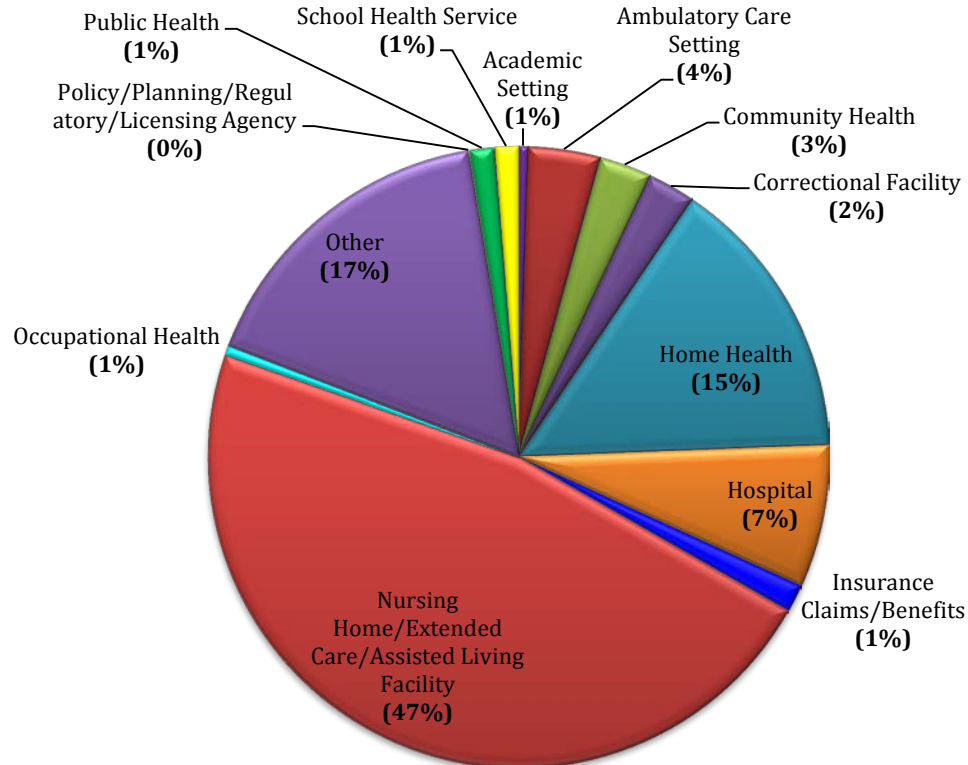


Figure 12. LPN Secondary Setting

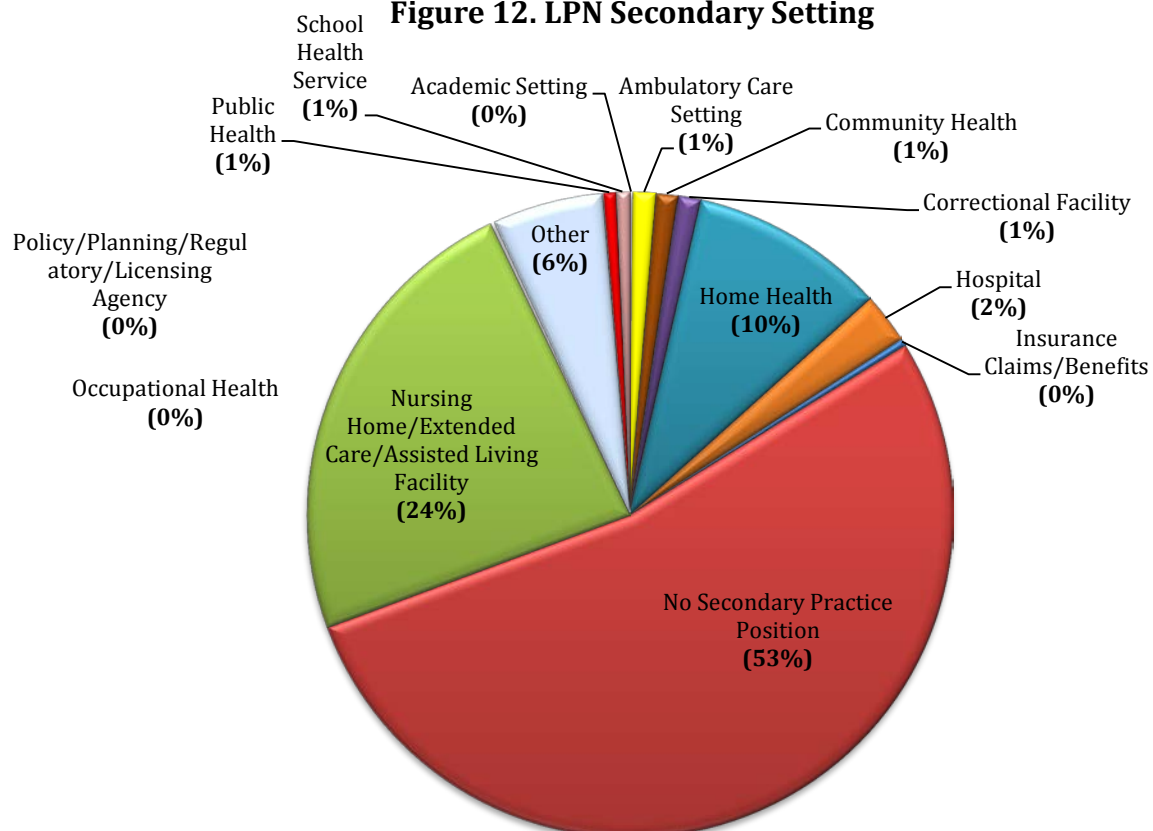
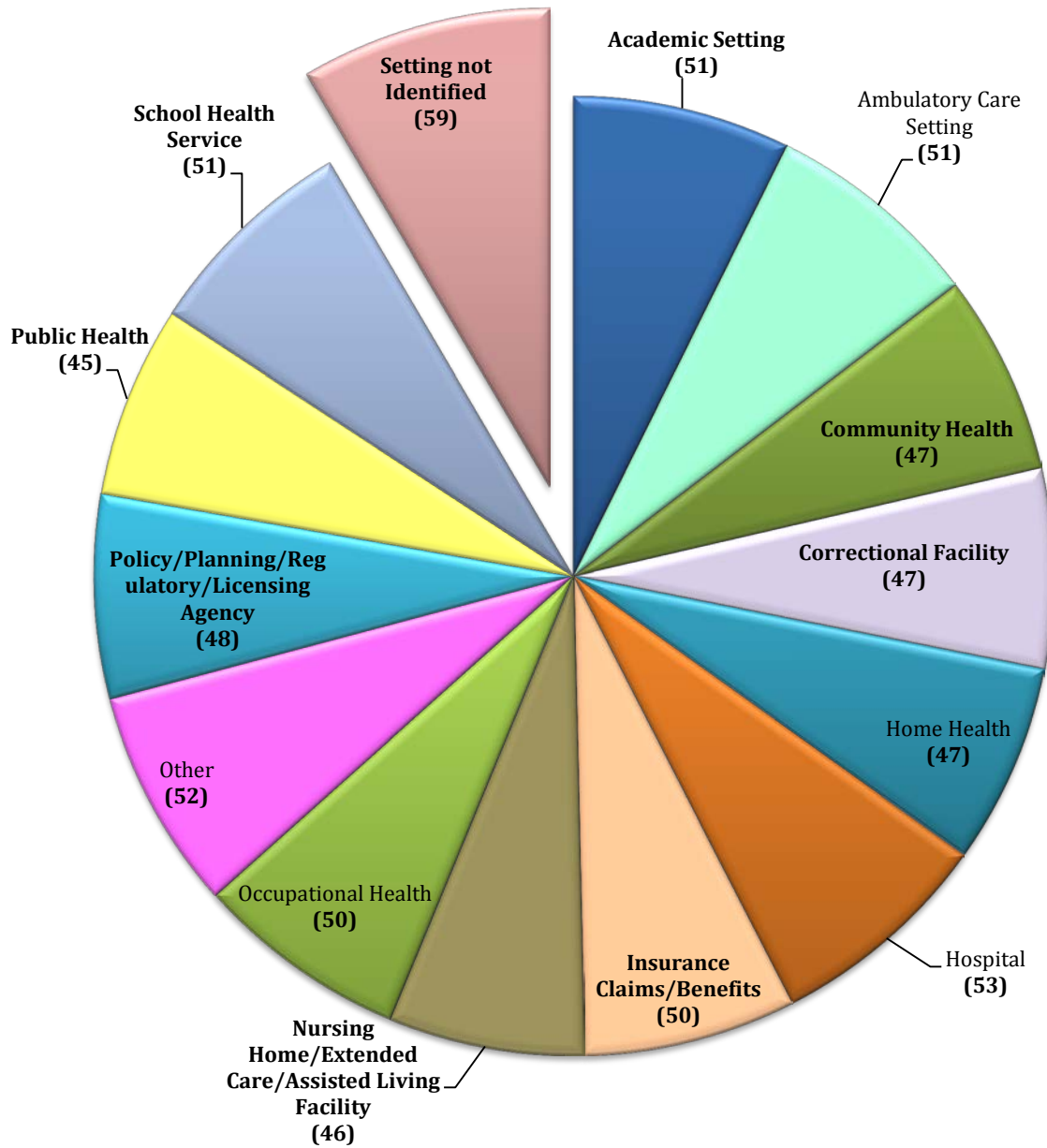


Table 8. LPN Primary & Secondary Setting

Setting	Primary		Secondary	
	N=17,651	(%)	N=17583	(%)
Academic Setting	89	0.50	29	0.16
Ambulatory Care Setting	659	3.73	200	1.14
Community Health	478	2.71	192	1.09
Correctional Facility	440	2.49	202	1.15
Home Health	2,640	14.96	1,724	9.80
Hospital	1,304	7.39	441	2.51
Insurance Claims/Benefits	253	1.43	62	0.35
No Secondary Practice Position		0.00	9,343	53.14
Nursing Home/Extended Care/Assisted Living Facility	8,316	47.11	4,137	23.53
Occupational Health	93	0.53	38	0.22
Other	2,915	16.51	972	5.53
Policy/Planning/Regulatory/Licensing Agency	22	0.12	11	0.06
Public Health	223	1.26	113	0.64
School Health Service	219	1.24	119	0.68
Total	17,651	100	17,583	100

Figure 13. LPN Average Age by Primary Setting



EMPLOYMENT INTENTIONS AMONG UNEMPLOYED LPNs

LPNs that were unemployed were asked of their intention to seek work either as a LPN or outside of the nursing field. Of the 1,014 respondents 4.32% (n= 762) were seeking work as an LPN, and 1.43% (n=252) were not seeking work as an LPN.

LPNs were asked to identify reasons for unemployment. Of the 999 LPNs responding 1.6% (n=282) cited difficulty finding positions and 1.45% (n=256) cited home and family as their reason for unemployment.

TABLE 9. INTENTIONS AMONG LPNs UNEMPLOYED

Characteristic	N=17,659	(%)
Not seeking work as nurse	252	1.43
Seeking work as a nurse	762	4.32
Employed	16,645	94.25
Total	17,659	100.00

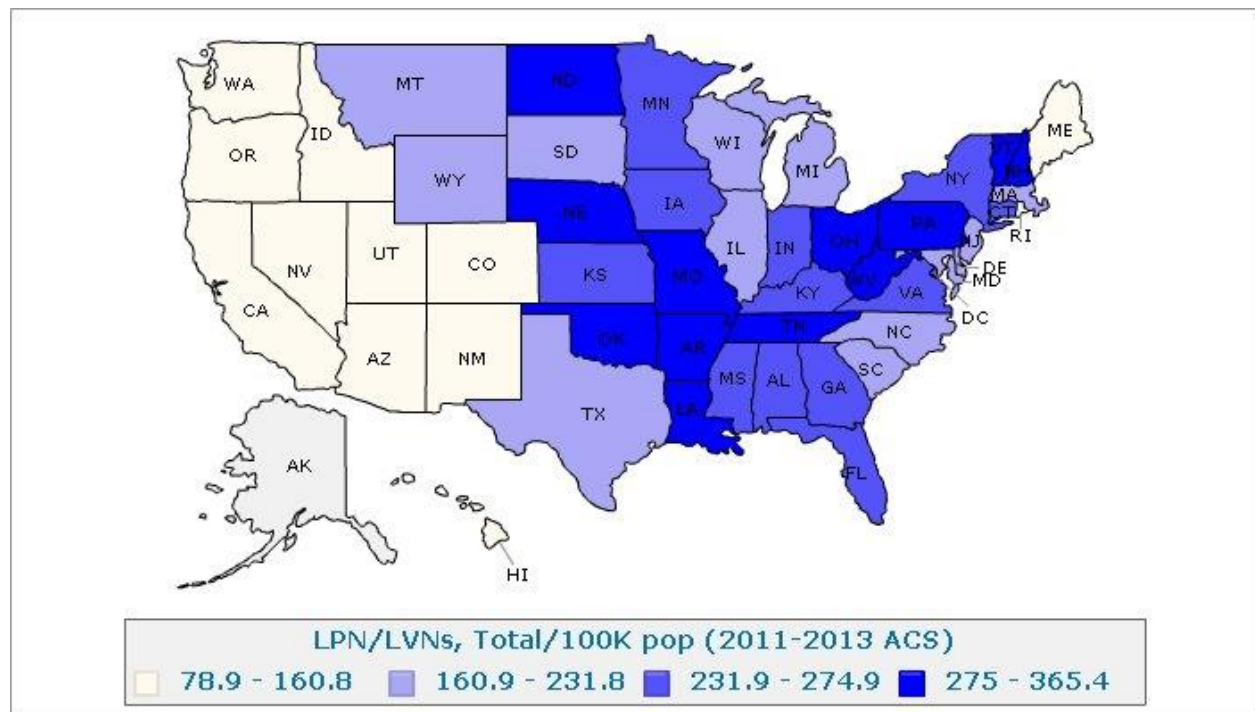
TABLE 10. REASON FOR LPNs UNEMPLOYED

Characteristic	N=17,659	(%)
Difficulty finding positions	282	1.60
Disabled	139	0.79
Inadequate Salary	3	0.01
Other	259	1.47
School	60	0.34
Taking Care of Home/Family	256	1.45
Employed	16,660	94.34
Total	17,659	100.00

LPN NATIONAL STATISTICS

LPN/LVN, Total/100K pop (2011-2013ACS)

FIGURE 14. LPN NATIONAL STATISTICS



Cited from: <http://ahrf.hrsa.gov/arfdashboard/arfgeo.aspx>.

ADVANCED PRACTICE NURSE (APN) PROFILE

Nurses were asked at renewal to complete a minimum data set in an effort to profile the APN workforce. The number of APN respondents completing the survey for 2013-2014 were 5,405.

DEMOGRAPHICS

TABLE 11. APN DEMOGRAPHIC CHARACTERISTICS

Characteristic	N=5,405	(%)
Gender		
Female	5,037	93.19
Male	361	6.68
ND	7	0.13
Race/Ethnicity		
White/Caucasian	3,780	69.94
Black/African-American	600	11.10
Asian	617	11.42
Hispanic/Latino	190	3.52
Native Hawaiian/Other Pacific	26	0.48
Am Indian/Alaska Native	11	0.20
Multicultural	84	1.55
No Data	97	1.79
Type of APN		
Nurse Practitioner	5,116	94.65
NP Certified Midwife	47	0.87
NP Clinical CRNA	74	1.37
NP/Clinical Nurse Specialist	130	2.41
NP/Forensic Nurse	22	0.4
NP not licensed	16	0.3
Total	5,405	100.00

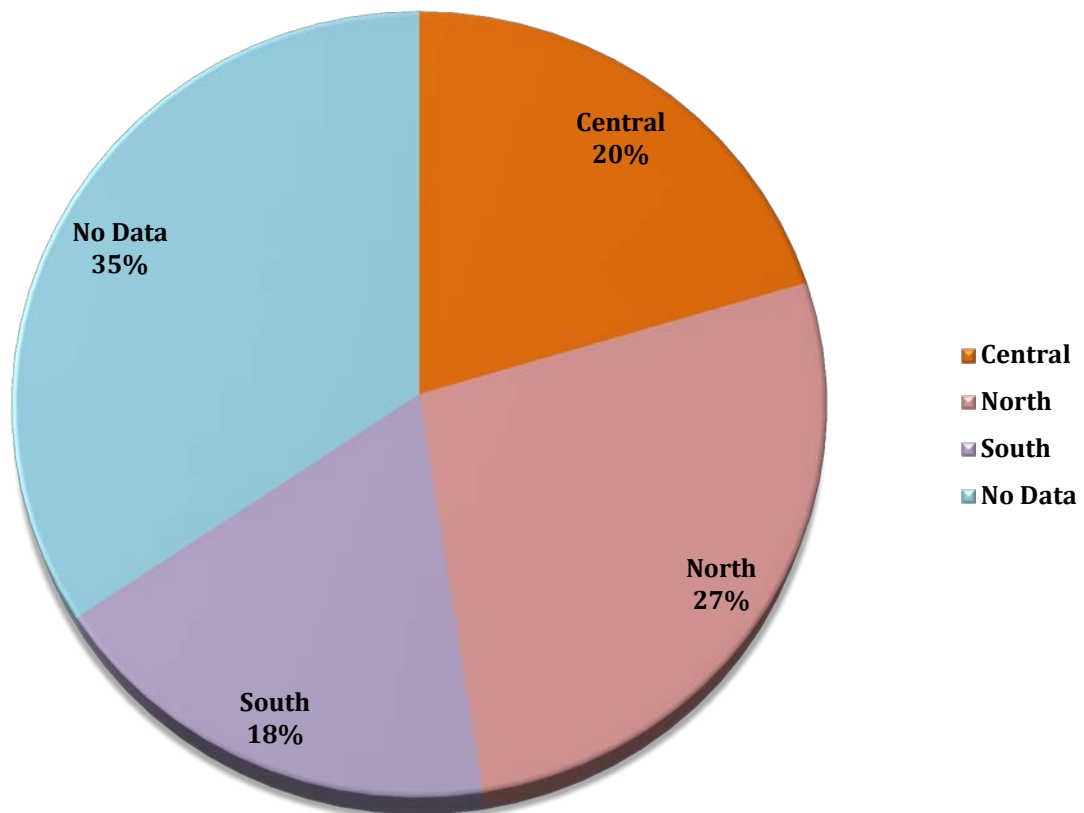
The mean age of APNs in New Jersey is 50 years of age, primarily female 93% (n=5,037) with 70% (n= 3,780) White/Caucasian, 11% (n=600) Black/African American and 11% (n=617) Asian Ninety- five percent of the respondents identified themselves as nurse practitioners.

DISTRIBUTION OF APN RESPONDENTS BY REGION

REGIONAL/COUNTY APN DATA

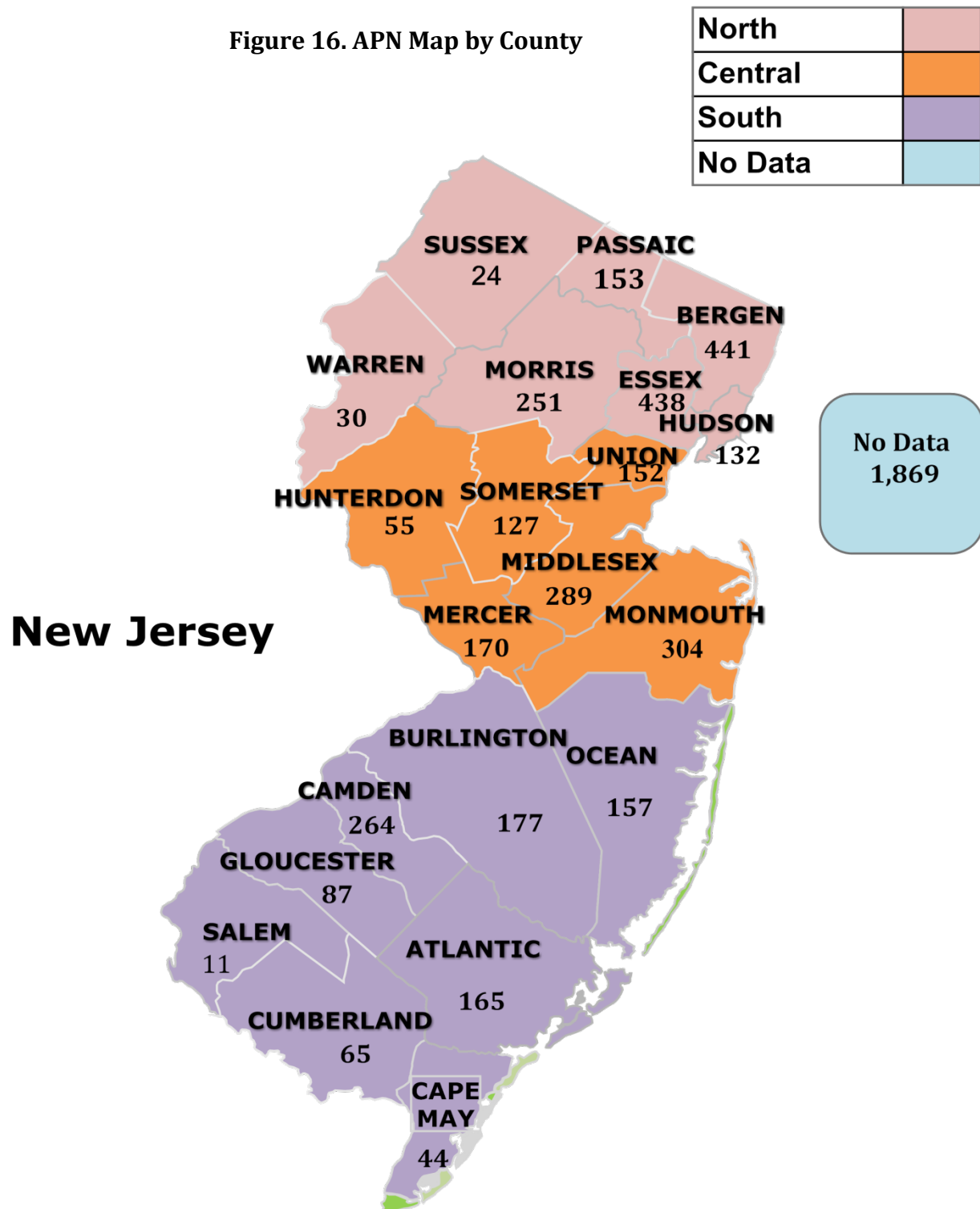
The majority of APN respondents were found in the northern part of the state. The numbers of APNs that responded are distributed by county and can be found in **(Figure 15)**.

Figure 15. Distribution of APN Respondents Region



DISTRIBUTION OF APN RESPONDENTS BY COUNTY

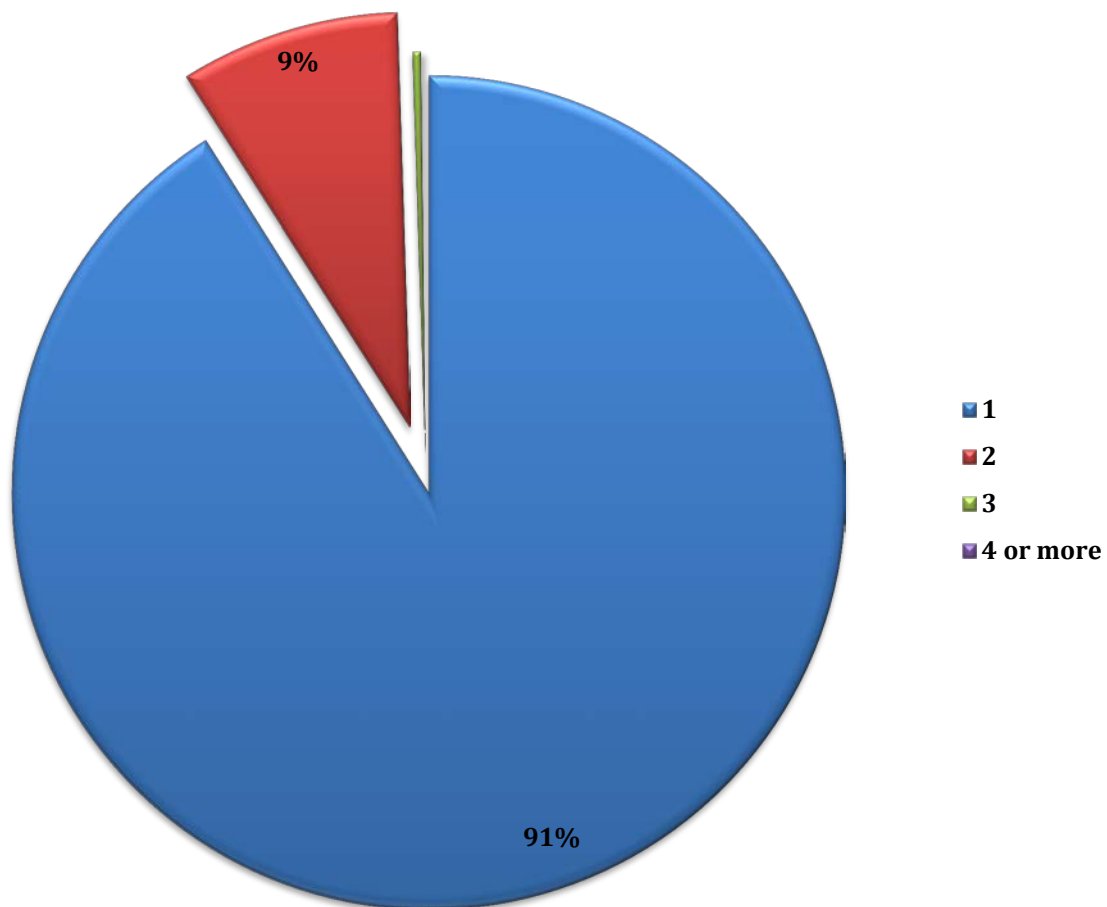
Figure 16. APN Map by County



NUMBER OF STATES APN PRACTICING

APNs were asked to identify the list of states that they were practicing in at the time of the survey. Of the total APN respondents, 91% (n= 4, 904) were practicing in New Jersey as their only state and 9% identified 2 states.

Figure 17. APN Number of Practicing States



APN EMPLOYMENT CHARACTERISTICS

Seventy-nine percent (n=4,296) of the APNs were working full-time as a Nurse Practitioner with 70.95% holding one position. **(Table 12)** Their primary work settings included 39% (n=2,106) working in a hospital, 17% (n= 937) working in an ambulatory care setting and 15% (n= 809) identifying other **(Figure 16)**. Of those employed in a secondary position 16% (n=892) identified hospitals as their employer.

TABLE 12. APN EMPLOYMENT PROFILE

Characteristic	N=5,405	(%)
Employment Status		
Full-Time	4,296	79.48
Part-Time	798	14.76
Per Diem	104	1.92
ND	207	3.83
Non Nursing Employment Status		
Full-Time	51	0.94
Part-Time	21	0.39
Per Diem	2	0.04
NA	5,331	98.63
Number of Positions		
1	3,835	70.95
2	1,264	23.39
3	295	5.46
ND	11	0.2
Total	5,405	100.00

Figure 18. APN Primary Setting

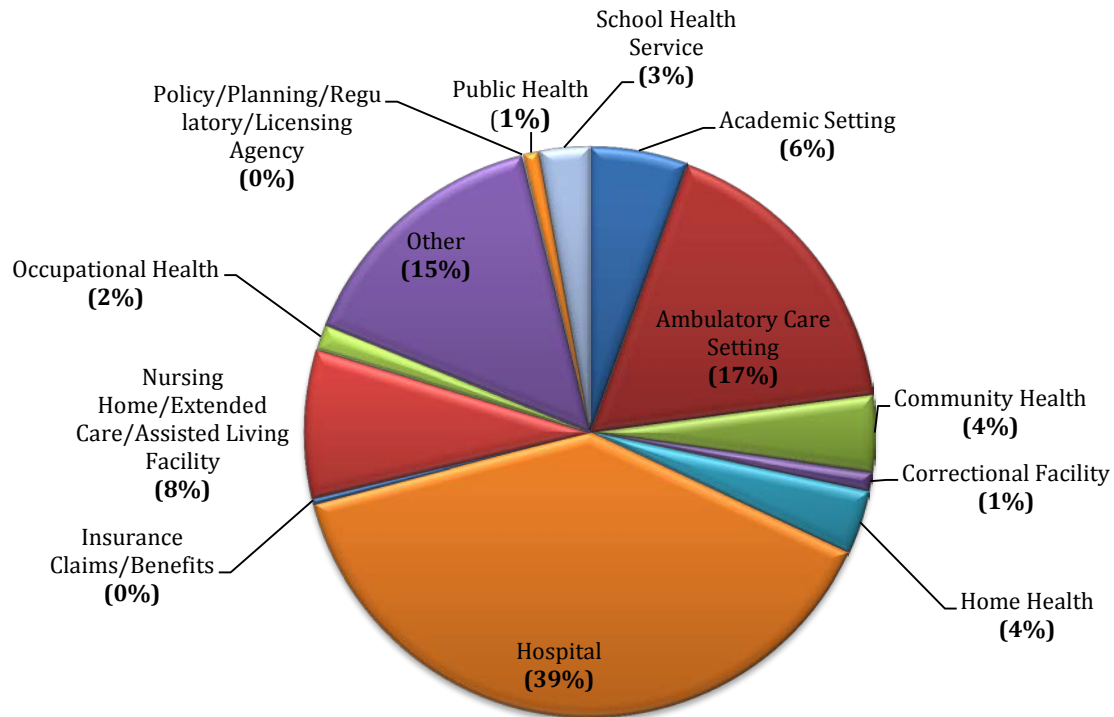


Figure 19. APN Secondary Setting

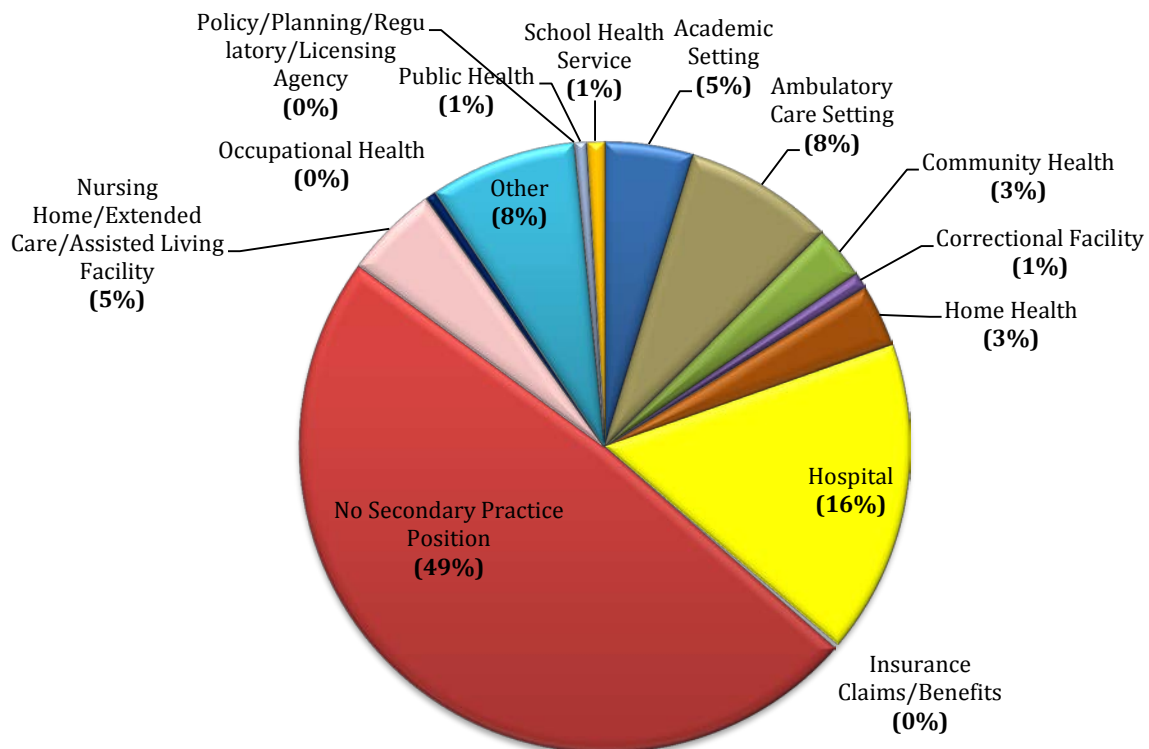
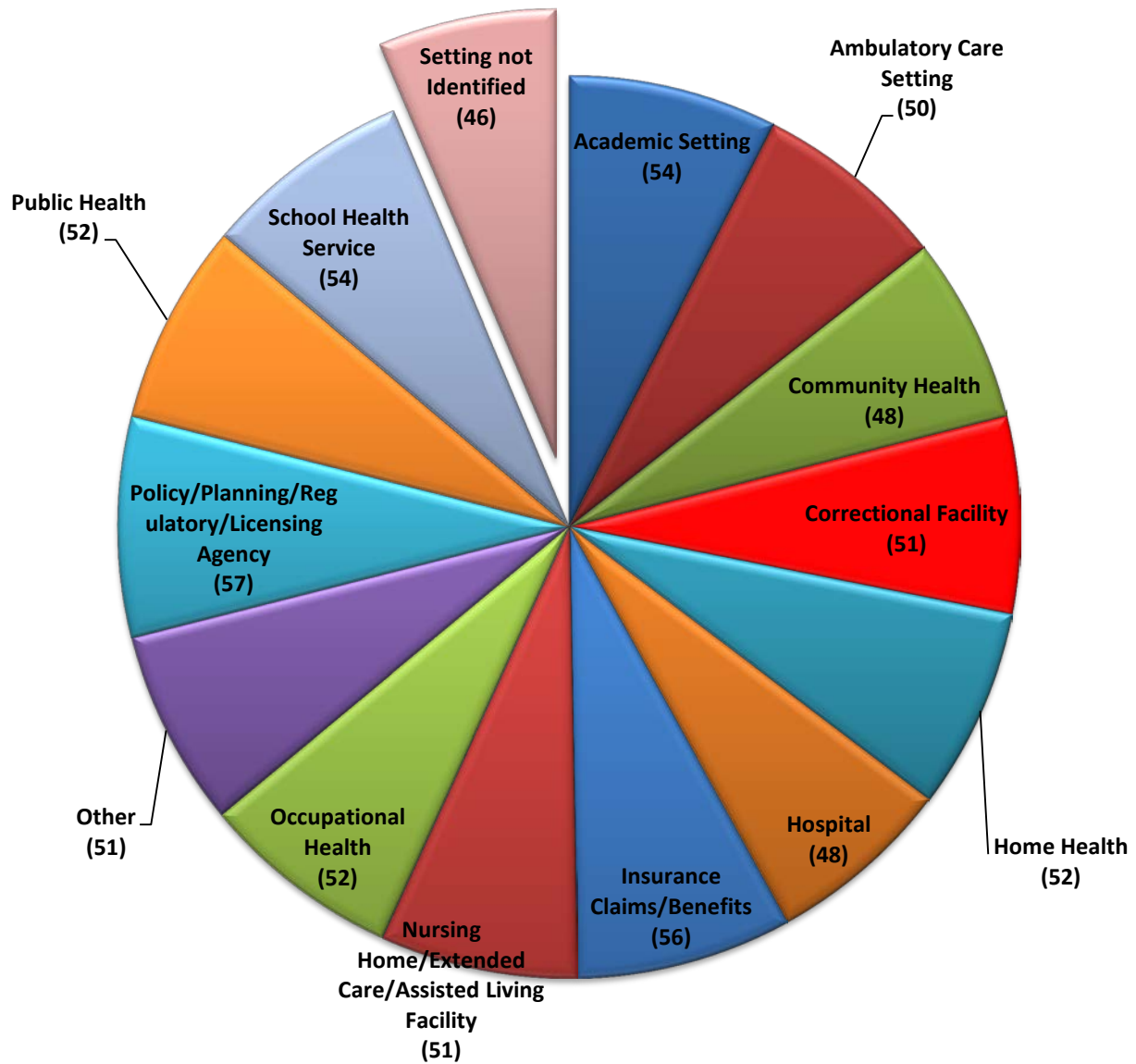


Table 13. APN Primary & Secondary Setting

Setting	Primary		Secondary	
	N=5,402	(%)	N=5,382	(%)
Academic Setting	299	5.53	252	4.68
Ambulatory Care Setting	937	17.35	427	7.93
Community Health	235	4.35	152	2.82
Correctional Facility	59	1.09	46	0.85
Home Health	196	3.63	178	3.31
Hospital	2,106	38.99	892	16.57
Insurance Claims/Benefits	20	0.37	13	0.24
No Secondary Practice Position			2,620	48.68
Nursing Home/Extended Care/Assisted Living Facility	452	8.37	268	4.98
Occupational Health	80	1.48	30	0.56
Other	809	14.98	418	7.77
Policy/Planning/Regulatory /Licensing Agency	8	0.15	3	0.06
Public Health	47	0.87	33	0.61
School Health Service	154	2.85	50	0.93
Total	5,402	100.00	5,382	100.00

Figure 20. APN Average Age by Primary Setting



EMPLOYMENT INTENTIONS AMONG UNEMPLOYED APNs

APNs that were unemployed were asked of their intention to seek work either as an APN or outside of the nursing field. Of the 93 respondents 1.15% (n= 62) were seeking work as an APN and less than 1% were not seeking work as an APN. **(Table 14)**

APNs were asked to identify reasons for unemployment. Of the 90 APN respondents 0.7% (n= 37) identified taking care of home and family as the primary reason. **(Table 15)**

TABLE 14. APN INTENTIONS AMONG UNEMPLOYED

Characteristic	N=5,405	(%)
Not seeking work as nurse	31	0.57
Seeking work as a nurse	62	1.15
Employed	5,312	98.28
Total	5,405	100.00

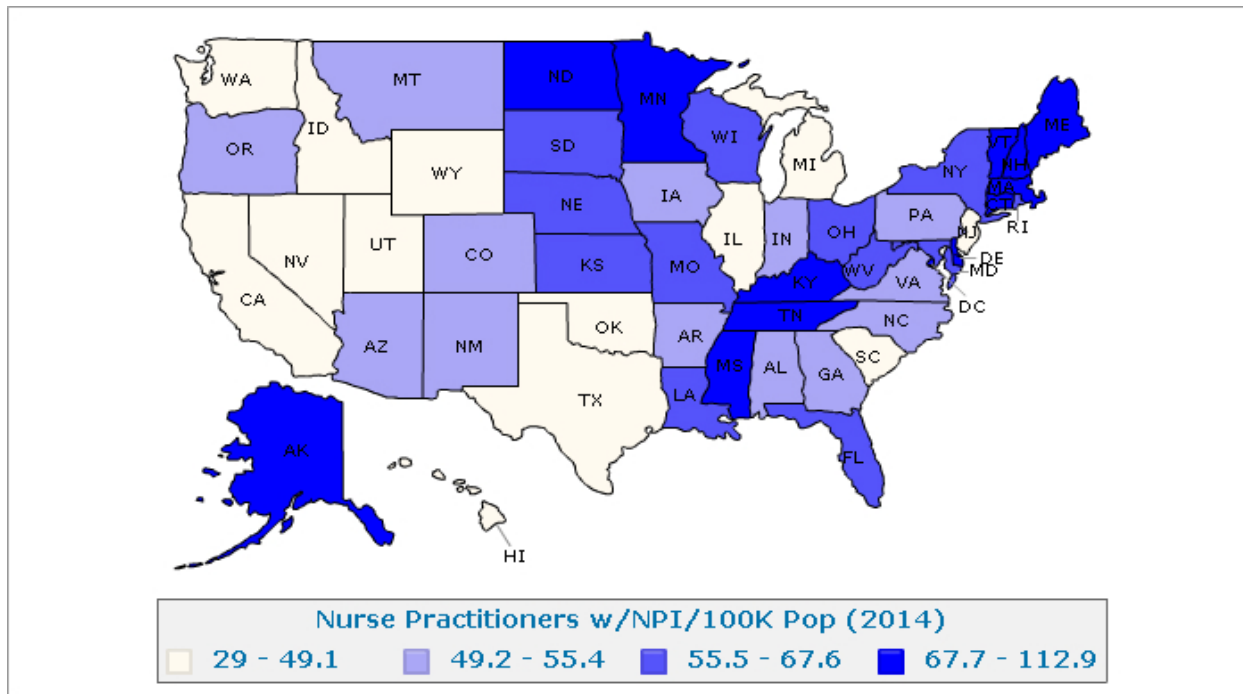
TABLE 15. REASONS FOR UNEMPLOYED

Characteristic	N=5,405	(%)
Difficulty finding positions	16	0.3
Disabled	9	0.17
Inadequate Salary	1	0.02
Other	24	0.44
School	3	0.06
Taking Care of Home/Family	37	0.68
Employed	5,315	98.33
Total	5,405	100.00

APN NATIONAL STATISTICS

Nurse Practitioners w/NPI/100K Population

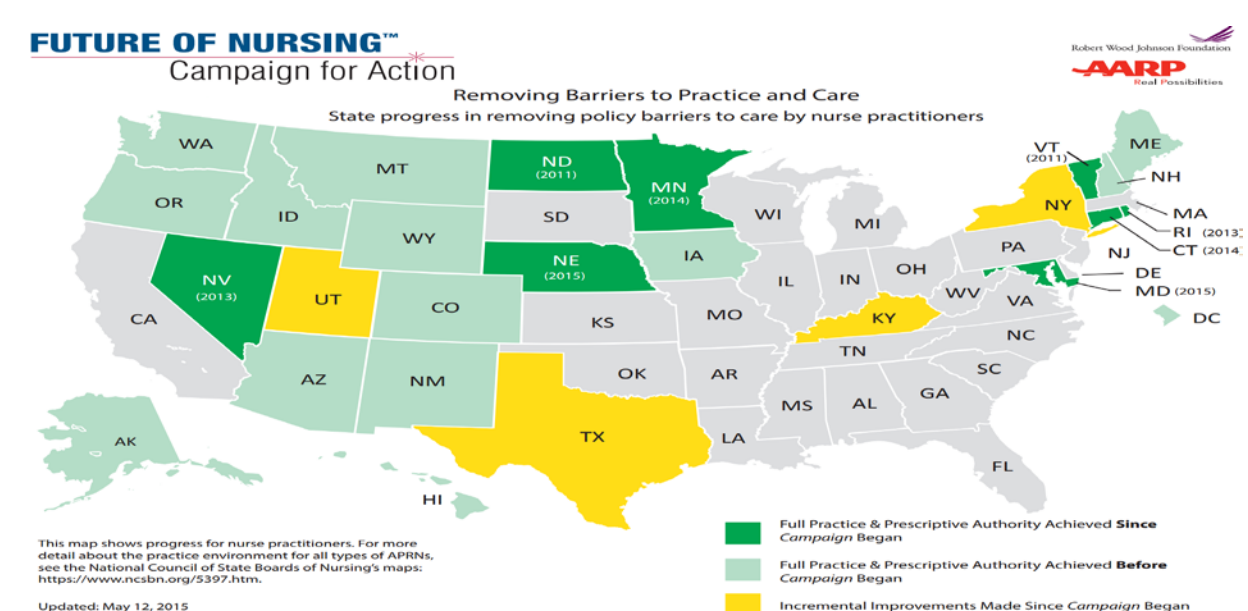
Figure 21. APN National Statistics



Cited from: <http://ahrh.hrsa.gov/arfdashboard/arfgeo.aspx>.

National Provider Identifier = unique identification number for covered health professionals needed for insurance/billing purposes

Figure 22. Prescriptive Authority



LIMITATIONS

1. The NJCCN received 4 waves of data that had different numbers of respondents for this time period. Therefore data should be used cautiously understanding this limitation.
2. Several of the questions were eliminated in this report as the data were not consistent with other response patterns.

RECOMMENDATIONS

1. Re-define and format questions differently for 2016.
2. Work with the NJBON and the 3rd party vendor directly to ensure accurate survey set-up and data extraction are conducted.
3. Prior to administration of the survey explain the importance of the collection of this data to RNs in helping to define the supply of nurses in New Jersey.

SUMMARY

This report provided a baseline for the current nursing supply in New Jersey. It provides a beginning profile of LPNs, RNs, and APNs in the state. Since it is the first report of its kind in New Jersey conclusions should not be drawn, however, the data can be used to help shape discussions on the current nursing workforce and the future trends that may result from changes occurring in the healthcare system.

Workforce Survey Questions



OAG Contact

OAG Services from A - Z

DIVISION OF CONSUMER AFFAIRS

Eric T. Kanelsky
Acting Director



Workforce Survey Survey

1) Jurisdiction:

2) License Number:

3) First Name:

4) Last Name:

5) What is your gender?

6) What is your race/ethnicity?

(Mark all that apply)

- ☐ American Indian or Alaska Native
☐ Asian
☐ Black/African American
☐ Native Hawaiian or Other Pacific Islander
☒ White/Caucasian
☐ Hispanic/Latino

*

7) What is your date of birth? (mm/dd/yyyy)

8) What type of nursing degree/certification qualified you for your first U.S. nursing license?

Vocational/Practical certificate-nursing *

9) What is the name of the school (education program) you graduated

from that qualified you for your first U.S. RN license?

In what city and state was this education program located?

10) City:

11) State:

12) What is your highest level of education?

Vocational/Practical certificate-nursing *

13) What type of license do you currently hold?

- ☐ RN
☐ LPN

14) What is the status of the license currently held?

Active *

15) Are you currently licensed/certified as a...:

- ☐ Nurse Practitioner
☐ Clinical Nurse Specialist
☐ Certified Registered Nurse Anesthetist
☐ Certified Nurse Midwife
☐ Forensic Nurse - Certified Sexual Assault
☐ Not licensed/certified as any of the above

16) What is your employment status?

- ☐ Actively employed in nursing
☐ Actively employed in a field other than nursing
☐ Working in nursing only as a volunteer
☐ Unemployed
☐ Retired

17) In how many positions are you currently employed as a nurse?

18) How many hours do you work during a typical week in all your nursing positions?

- 19) Please indicate the state and zip code of your primary employer:
- 20) Please identify the type of setting that most closely corresponds to your primary nursing practice position:
- 21) Please identify the position title that most closely corresponds to your primary nursing practice position:
- 22) Please identify the employment specialty that most closely corresponds to your primary nursing practice position:
- 23) Please identify the type of setting that most closely corresponds to your secondary nursing practice position:
- 24) Please identify the position title that most closely corresponds to your secondary nursing practice position:
- 25) Please identify the employment specialty that most closely corresponds to your secondary nursing practice position:
- 26) Please list all states in which you hold an active license to practice as an RN or LPN/VN: *(e.g - MD or MD,VA,...)
- 27) Please list all states in which you are currently practicing: *(e.g - MD or MD,VA,...)
- 28) In what country did you receive your entry-level education?



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