

NURSES IN NEW JERSEY

NEW JERSEY NURSE WORKFORCE REPORT

2014-2015

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ACKNOWLEDGEMENT

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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 licensed nursing workforce. This report encompasses the years 2014 and 2015 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.

REGISTERED NURSE (RN) PROFILE

According to the New Jersey Board of Nursing, there were 123,384 Registered Nurse license renewals (RNs) in New Jersey between the years 2014-2015. Since the Advanced Practice Nurses are dependent on the RN license, APNs are included in that number. Nurses were asked at renewal to complete a minimum dataset in an effort to profile the RN workforce. Of the 123,384 RNs who renewed their licenses during this survey period, 101,182 completed the survey. The following report is based on the data given by those 101,182 respondents.

DEMOGRAPHICS

TABLE 1. RN DEMOGRAPHIC CHARACTERISTICS

Characteristic	N=101,182	(%)
Gender		
Female	93,052	91.96
Male	7,976	7.88
No Data	154	0.15
Race/Ethnicity		
White/Caucasian	69,939	69.12
Black/African-American	9,894	9.78
Asian	12,794	12.64
Hispanic/Latino	3,631	3.59
Native Hawaiian/Other Pacific	748	0.74
Am Indian/Alaska Native	281	0.28
Two or More Races	2,147	2.12
No Data	1,748	1.73
Highest Education Level		
Diploma	8,320	8.22
Associate Degree - Nursing	18,230	18.02
Associate Degree - Other	1,629	1.61
Baccalaureate Degree - Nursing	34,922	34.51
Baccalaureate Degree - Other	11,230	11.10
Master's degree - Nursing	16,827	16.63
Master's degree - Other field	7,475	7.39
Doctoral Degree - Nursing	1,146	1.13
Doctoral Degree - Other	1,163	1.15
No Data	240	0.24
Total	101,182	100

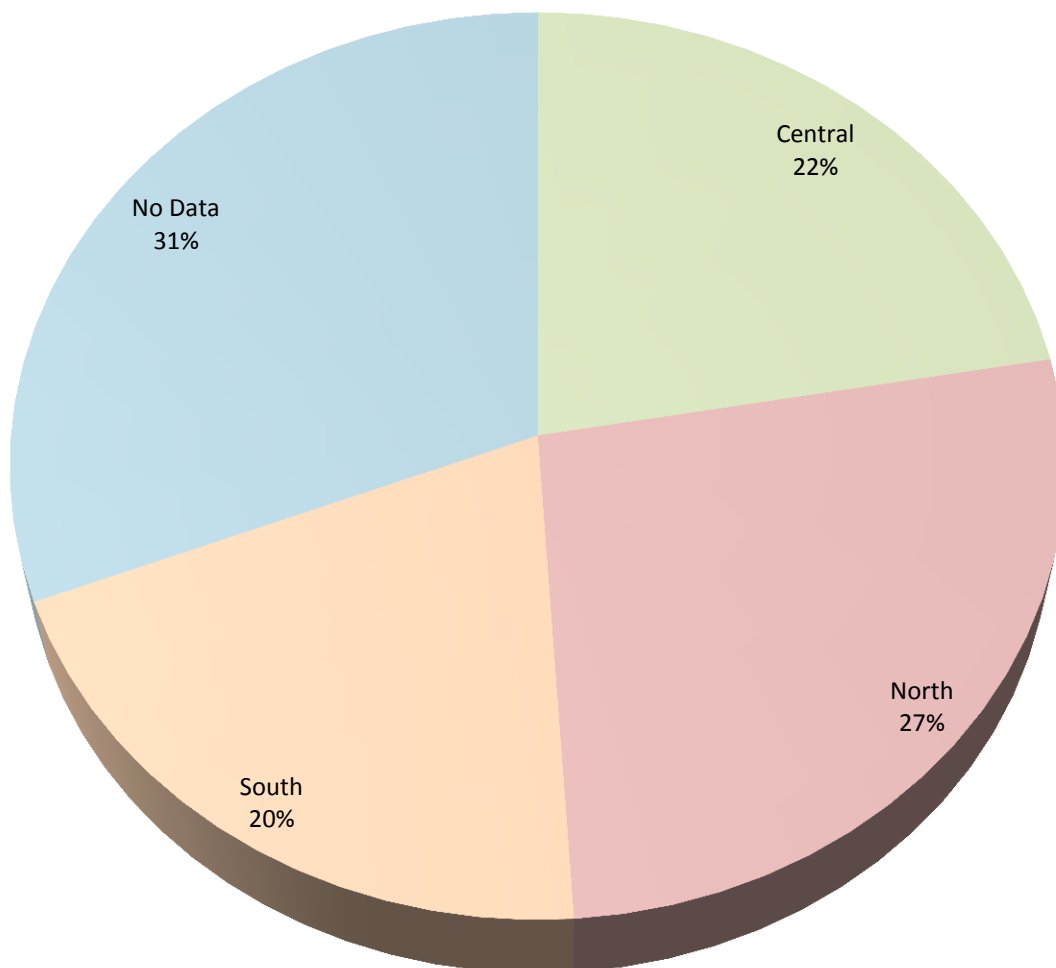
Note: The 60 responses that identified vocational/practical certificate as their highest education does not appear to be an appropriate response for this question

The mean age of RNs in New Jersey was 51 years of age. The RNs were primarily female 92% (n=93,052) and of White/Caucasian 69% (n= 69,939) ethnicity. The number of RNs with a baccalaureate or higher degree in nursing were 52.3% (n=52,895). If one accounts for non-nursing degrees, the number increases to 71.9% (n=72,763).

DISTRIBUTION OF RN RESPONDENTS BY REGION

(**Figure 1**) shows that the regional distribution of RN respondents is relatively equal across Northern, Central, and Southern regions of New Jersey.

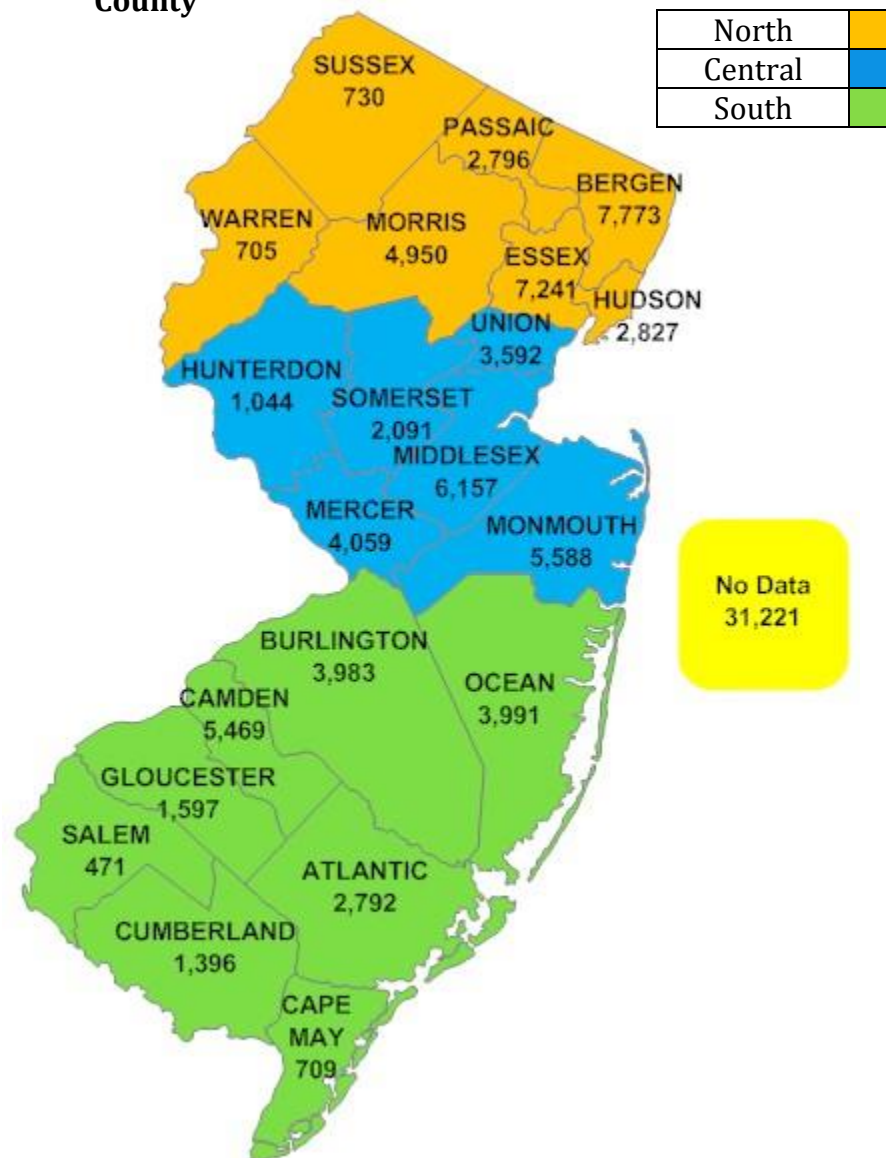
Figure 1. Distribution of RNs by Region



DISTRIBUTION OF RN RESPONDENTS BY COUNTY

(**Figure 2**) further breaks down the data in (**Figure 1**), displaying the number of RNs in each county in New Jersey. 31,221 respondents did not provide data on the location of their employment. Of all the counties in New Jersey, Bergen County has the greatest number of LPNs (n=7,773), followed by Essex County (n=7,241) Monmouth County (n=5,588) and Camden County (n=5,469). Greater numbers of RNs in certain counties is consistent with greater overall populations, such that the per capita distribution of RNs is fairly consistent across counties.

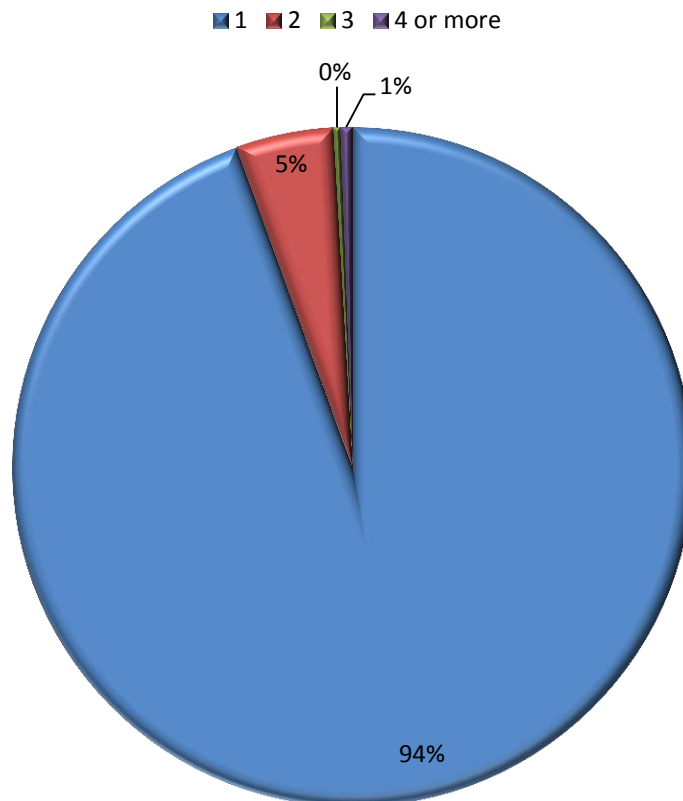
Figure 2. Distribution of RNs by County



RN EMPLOYMENT BY NUMBER OF STATES

Registered Nurses were asked to identify the list of states in which they were practicing during the years 2014 to 2015. 94% (n=86,927) of RN respondents reported that they practiced solely in New Jersey, 5% (n=4,279) reported that they practiced in 2 states, less than 1% (n=308) reported that they practiced in 3 states, and 1% (n=498) reported that they practiced in 4 or more states.

Figure 3. RN Employment in One or More States



RN EMPLOYMENT CHARACTERISTICS

As described in **(Table 2)**, 101,182 RN respondents were working in the field of nursing. Of these, 73.85% (n=74,723) were employed full-time, 13.52% (n=13,675) were employed part-time, and 3.56% (n=3,605) were employed on a per diem basis. 9.07% (n=9,179) did not disclose their employment status.

TABLE 2. RN NURSING EMPLOYMENT STATUS

Characteristic	N = 101,182	(%)
Employment Status		
Full-Time	74,723	73.85
Part-Time	13,675	13.52
Per Diem	3,605	3.56
No Data	9,179	9.07
Total	101,182	100.00

As described in **(Table 3)**, 2,426 of 101,182 RN respondents reported that they were employed in a field other than nursing. 79.27% (n=1,923) of these respondents reported that they were employed full-time, 15.79% (n=383) were employed part-time, and 4.49% (n=120) were employed on a per-diem basis.

TABLE 3. RN NON-NURSING EMPLOYMENT STATUS

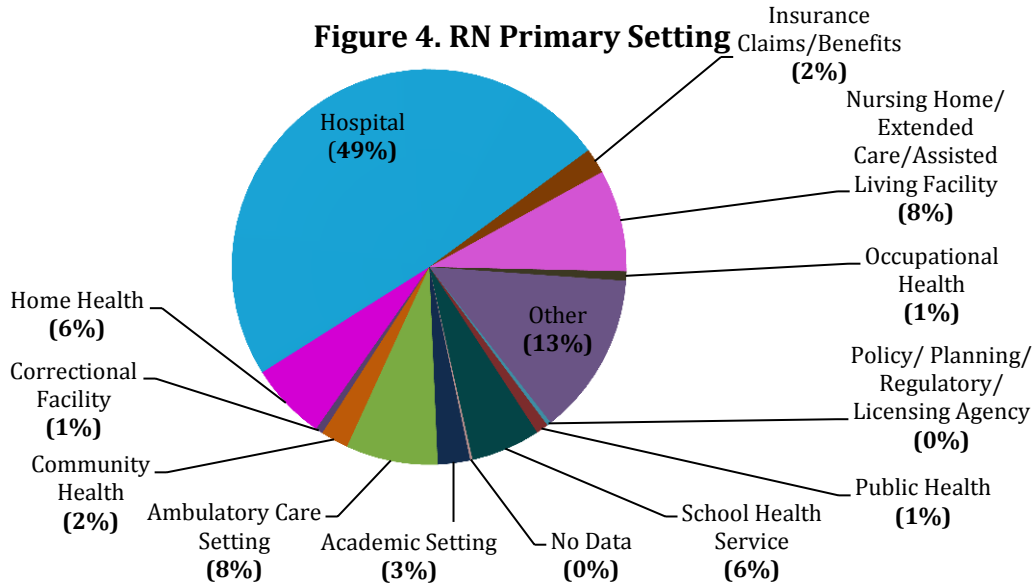
Characteristic	N = 2,426	(%)
Full-Time	1,923	79.27
Part-Time	383	15.79
Per Diem	120	4.49
Total	2,426	100.00

As described in **(Table 4)**, 99,653 of 101,182 RN respondents reported the number of positions in which they were employed, and 1.51% (n=1,529) provided no data. 80.31% (n=81,264) of all respondents were employed in a single position, 15.42% (n=15,598) were employed in two positions, and 2.76% (n=2,791) were employed in three positions.

TABLE 4. RN EMPLOYMENT POSITIONS

Number of Positions	N = 101,182	%
1	81,264	80.31
2	15,598	15.42
3	2,791	2.76
No Data	1,529	1.51
Total	101,182	100.00

(Figure 4) expands upon the primary place of employment for RNs with one or more positions. Out of 101,182 respondents, 49% (n=48,978) of all RNs in New Jersey primarily report working in a hospital as compared to other settings.



(Figure 5) expands upon the secondary place of employment for RNs. Out of 101,182 respondents, 61% of RNs (n=61,422) in New Jersey do not have a secondary position. Of the 38,000 of RNs who report having a secondary position, 15% (n=15,271) report secondarily working in a hospital.

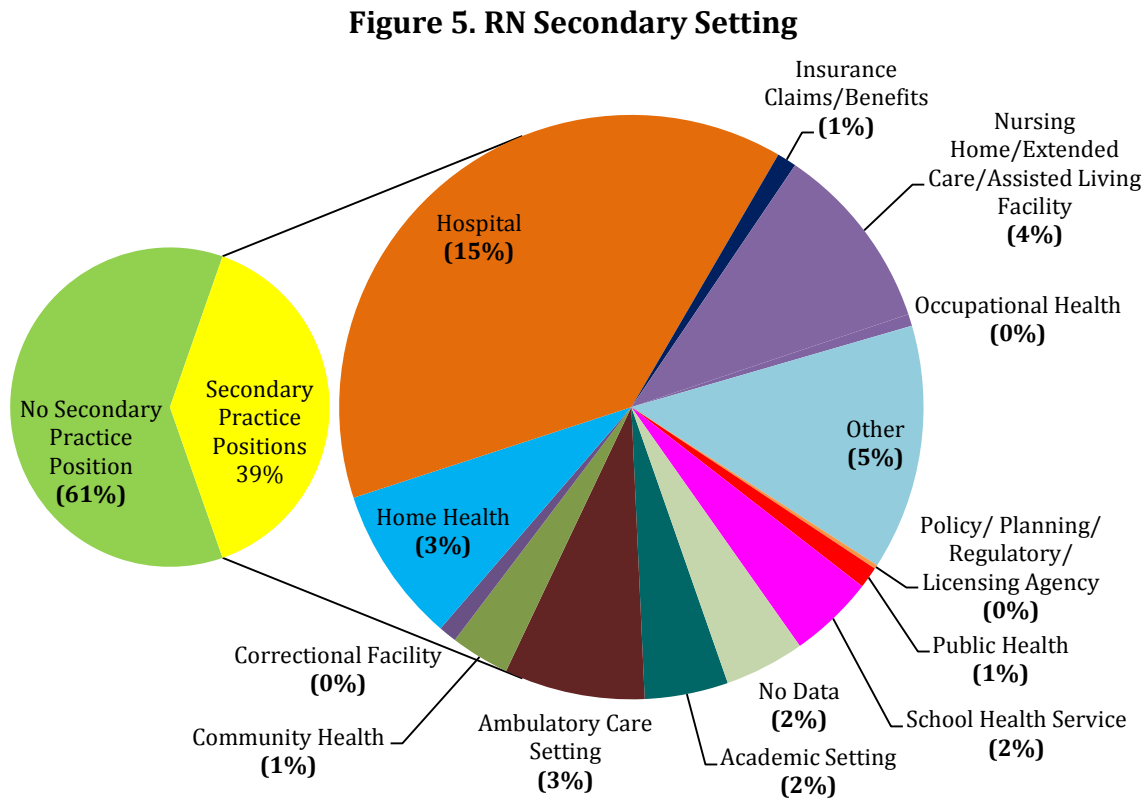
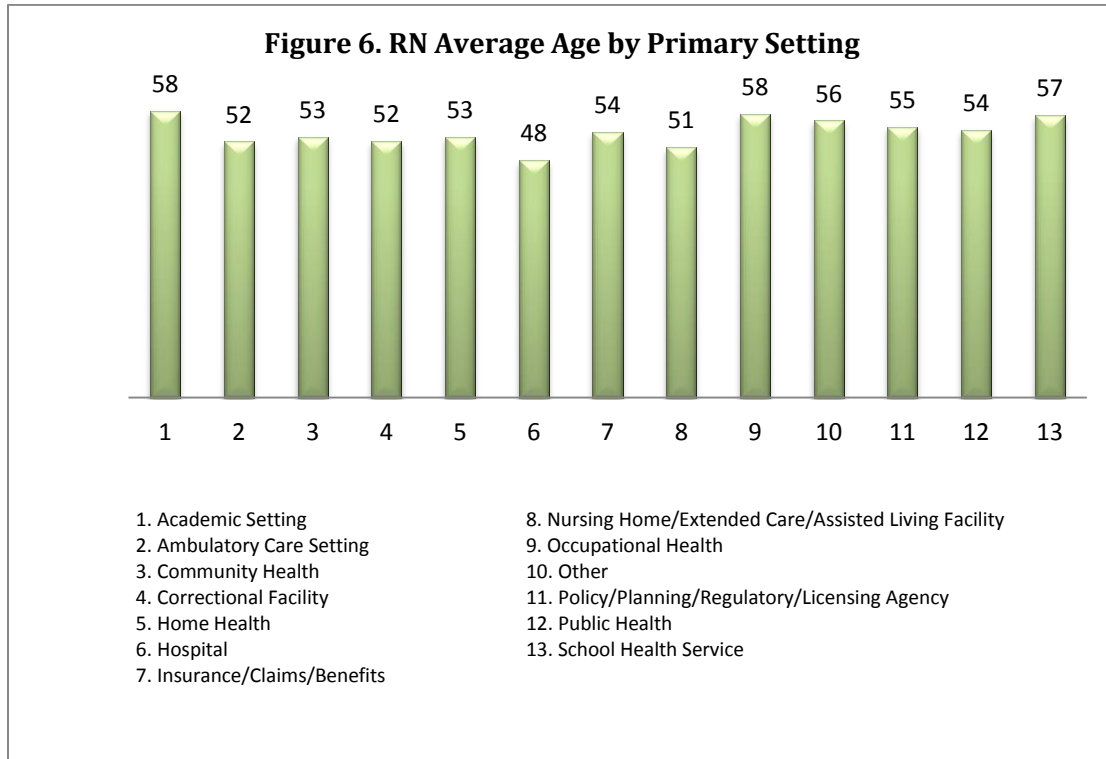


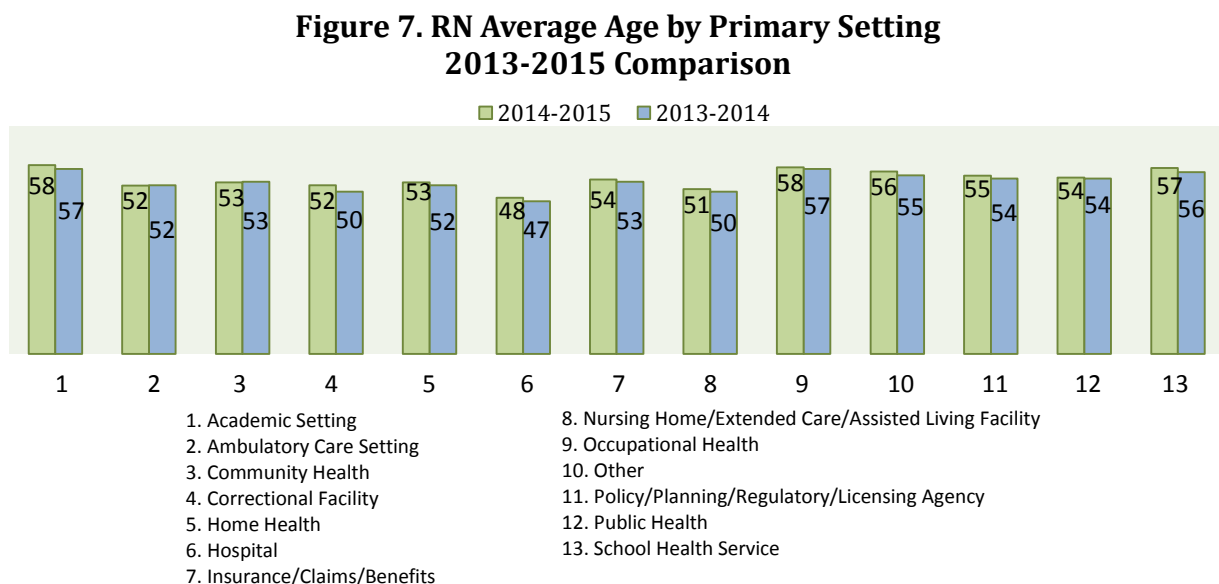
Table 5. RN PRIMARY & SECONDARY SETTING

Setting	Primary		Secondary	
	N=101,182	(%)	N=101,182	(%)
Academic Setting	2,654	2.62	1,838	1.82
Ambulatory Care Setting	7,547	7.46	3,095	3.06
Community Health	2,275	2.25	1,300	1.28
Correctional Facility	601	0.59	398	0.39
Home Health	6,340	6.27	3,442	3.40
Hospital	48,978	48.41	15,271	15.09
Insurance Claims/Benefits	2,082	2.06	429	0.42
No Secondary Practice Position		0	61,422	60.70
Nursing Home/Extended Care/Assisted Living Facility	8,349	8.25	4,128	4.08
Occupational Health	766	0.76	260	0.26
Policy/Planning/Regulatory/Licensing Agency	336	0.33	87	0.09
Public Health	1,016	1.00	472	0.47
School Health Service	5,695	5.63	1,875	1.85
Other	13,349	13.19	5,405	5.34
No Data	1,194	1.18	1,760	1.74
Total	101,182	100	101,182	100

(Figure 6) shows RNs in each specialty according to respondents' primary employment setting. RNs employed in academic settings and occupational health are the oldest, with a mean age of 58 years. RNs employed in hospitals are the youngest, with a mean age of 48 years.



(Figure 7) compares the mean ages in each employment setting between 2013-2014 and 2014-2015.



UNEMPLOYMENT REASONS AND INTENTIONS AMONG RNS

Unemployed RNs were asked of their intention to seek work in the nursing field. There are currently 3,007 unemployed RNs who responded to this survey question. Of the 3,007 unemployed respondents, 43.33% (n=1,303) were not seeking work as a nurse and 56.67% (n=1,704) were seeking work as a nurse.

TABLE 6. INTENTIONS AMONG UNEMPLOYED RNS

Characteristic	N=3,007	(%)
Not seeking work as nurse	1,303	43.33
Seeking work as a nurse	1,704	56.67
Total	3,007	100

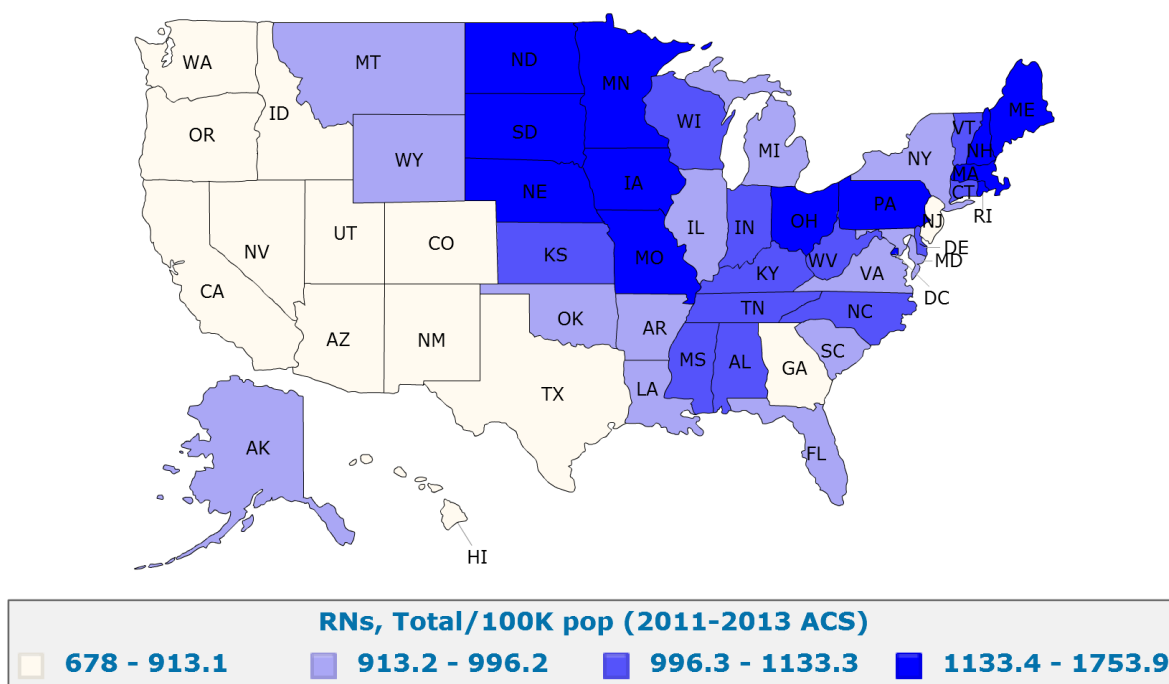
RNs were asked to identify reasons for unemployment. Of the 2,956 unemployed respondents, 14.28% (n=422) had difficulty finding positions, 12.99% (n=384) qualified for disability, 0.41% (n=12) considered the salary to be inadequate, 3.69% (n=109) were currently occupied as students, 35.01% (n=1,035) were occupied with caring for home or family, and 33.63% (n=994) cited some other reason.

TABLE 7. REASONS GIVEN FOR UNEMPLOYED RNS

Characteristic	N=2,956	(%)
Difficulty finding positions	422	14.28
Disabled	384	12.99
Inadequate Salary	12	0.41
School	109	3.69
Taking Care of Home/Family	1,035	35.01
Other	994	33.63
Total	2,956	100

RN NATIONAL STATISTICS

Figure 8. RNs/100k Population 2011-2013



(HRSA, 2013)

LICENSED PRACTICAL NURSE (LPN) PROFILE

According to the New Jersey Board of Nursing, there were 23,979 Licensed Practical Nurse (LPN) license renewals in New Jersey between the years 2014-2015. Licensed Practical Nurses were asked at renewal to complete a minimum dataset in an effort to profile the LPN workforce. There were 16,451 LPN respondents that completed the survey during this period.

DEMOGRAPHICS

TABLE 8. LPN DEMOGRAPHIC CHARACTERISTICS

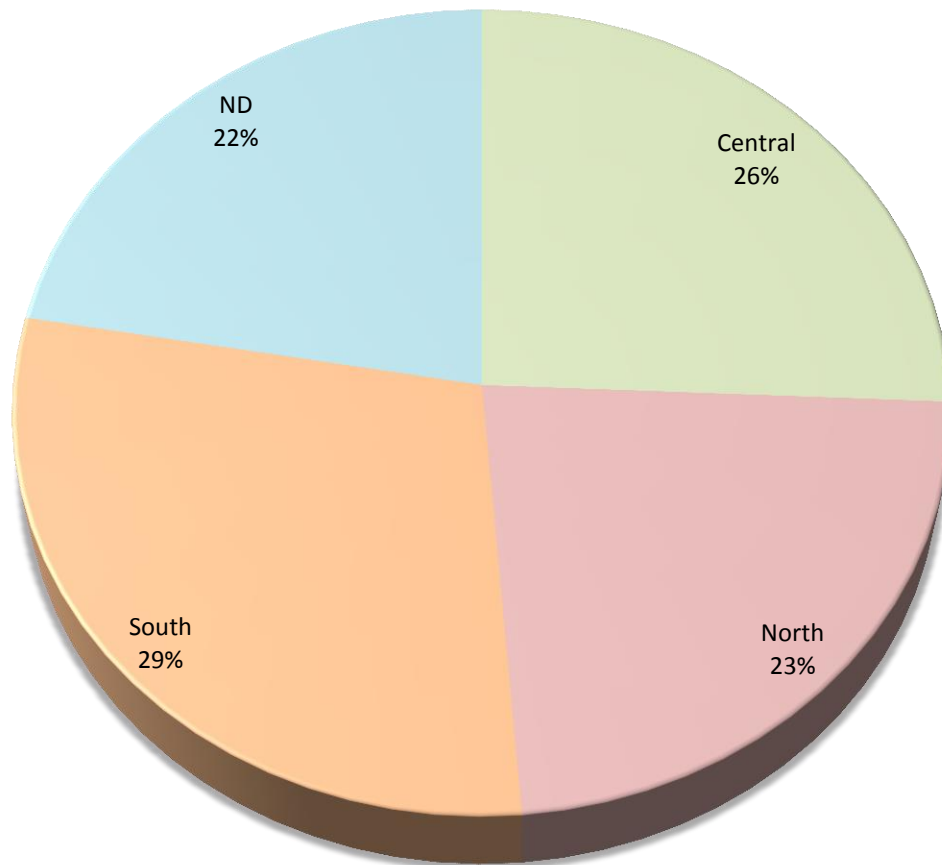
Characteristic	N=16,451	(%)
Gender		
Female	14,643	89.01
Male	1,789	10.87
No Data	19	0.12
Race/Ethnicity		
White/Caucasian	7,588	46.12
Black/African-American	5,299	32.21
Asian	1,278	7.77
Hispanic/Latino	1,114	6.77
Native Hawaiian/Other Pacific	128	0.78
Am Indian/Alaska Native	90	0.55
Two or More Races	658	4.00
No Data	296	1.80
Highest Education Level		
Vocational/Practical certificate-nursing	10,034	60.99
Diploma	2,427	14.75
Associate Degree - Nursing	661	4.02
Associate Degree - Other	1,315	7.99
Baccalaureate Degree - Nursing	181	1.10
Baccalaureate Degree - Other	1,434	8.72
Master's degree-nursing	8	0.05
Master's degree-other field	237	1.44
Doctoral Degree - Nursing	0	0.00
Doctoral Degree - Other	42	0.26
No Data	112	0.68
Total	16,451	100.00

The mean age of LPNs in New Jersey was 48 years of age. The LPNs were primarily female 89% (n=14,643) and of White/Caucasian 46% (n=7,588) or Black/African American 32% (n=5,299) ethnicity. The majority of LPNs 60.99% (n=10,034) completed a vocational or practical nurse certificate program.

DISTRIBUTION OF LPN RESPONDENTS BY REGION

(Figure 9) shows that the regional distribution of LPN respondents is relatively equal across Northern, Central, and Southern regions of New Jersey.

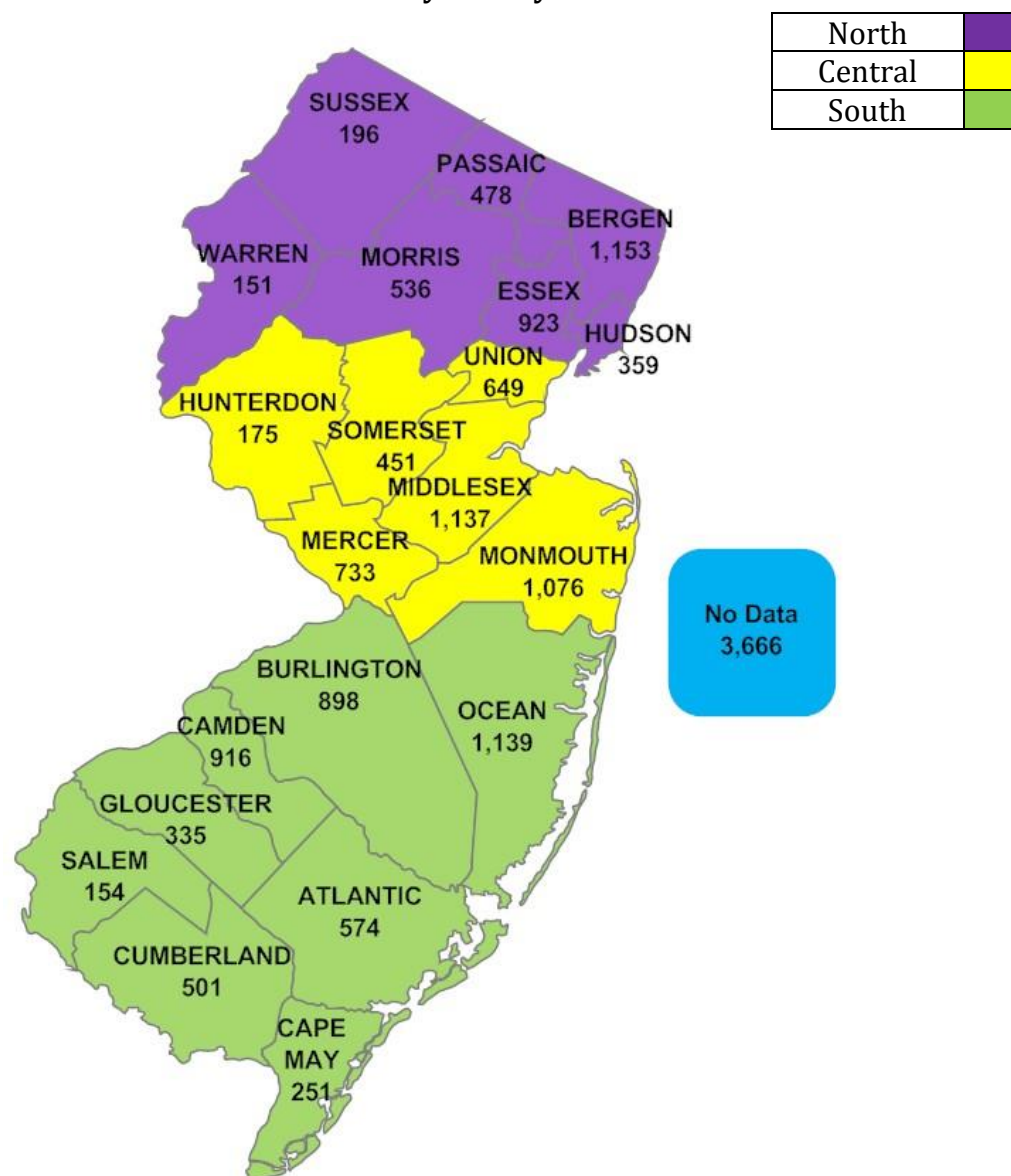
Figure 9. Distribution of LPNs by Region



DISTRIBUTION OF LPN RESPONDENTS BY COUNTY

(Figure 10) further breaks down the data in (Figure 8), displaying the number of LPNs in each county in New Jersey. 3,666 respondents did not provide data on the location of their employment. Of all the counties in New Jersey, Bergen County has the greatest number of LPNs (n=1,153), followed by Middlesex County (n=1,137), and Monmouth County (n=1,076). Greater numbers of LPNs in certain counties is consistent with greater overall populations, such that the per capita distribution of LPNs is fairly consistent across counties.

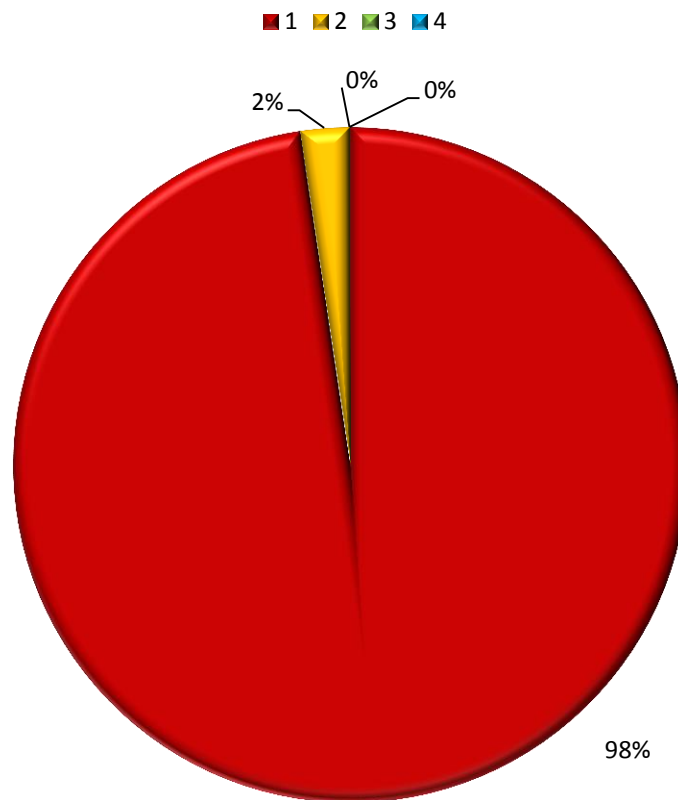
Figure 10. Distribution of LPNs by County



LPN EMPLOYMENT BY NUMBER OF STATES

LPNs were asked to identify the list of states in which they were practicing during the years 2014 to 2015. 98% (n=17,177) of LPN respondents reported that they practiced solely in New Jersey, 2% (n=410) reported that they practiced in 2 states. 7 LPNs reported practicing in 3 states, and 1 LPN reported practicing in 4 or more states.

Figure 11. LPN Employment in One or More States



LPN EMPLOYMENT CHARACTERISTICS

As described in **(Table 9)**, 16,451 LPN respondents were working in the field of nursing. Of these, 68.77% (n=11,313) were employed full-time, 15.83% (n=2,604) were employed part-time, and 4.47% (n=735) were employed on a per diem basis. 10.94% (n=1,799) did not disclose their employment status.

TABLE 9. LPN NURSING EMPLOYMENT STATUS

Characteristic	N = 16,451	(%)
Employment Status		
Full-Time	11,313	68.77
Part-Time	2,604	15.83
Per Diem	735	4.47
No Data	1,799	10.94
Total	16,451	100.00

As described in **(Table 10)**, 630 of 16,451 LPN respondents reported that they were employed in a field other than nursing. 72.54% (n=457) of these respondents reported that they were employed full-time, 21.43% (n=135) were employed part-time, and 6.03% (n=38) were employed on a per-diem basis.

TABLE 10. LPN NON-NURSING EMPLOYMENT STATUS

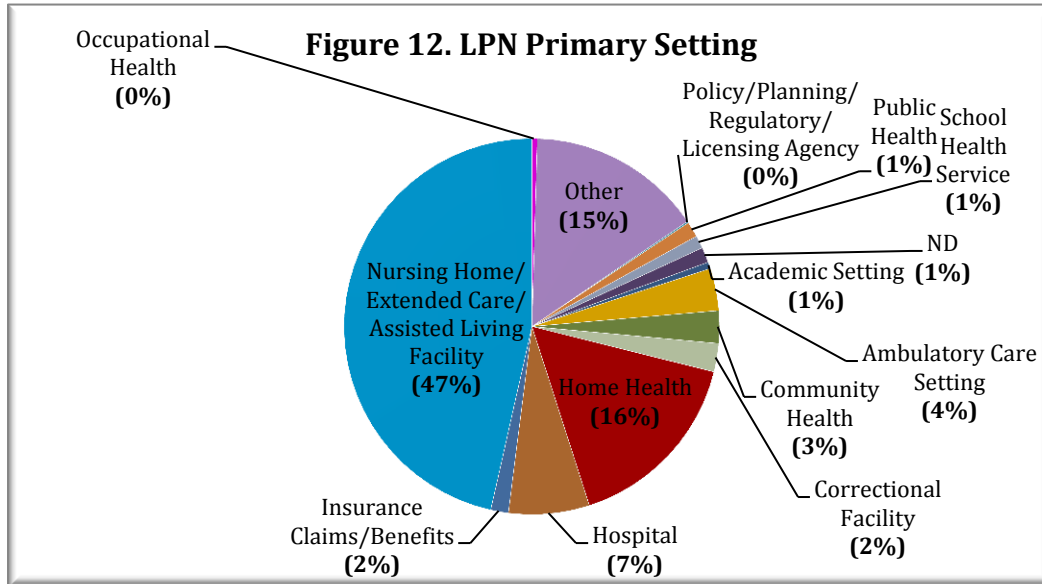
Characteristic	N = 630	(%)
Full-Time	457	72.54
Part-Time	135	21.43
Per Diem	38	6.03
Total	630	100.00

As described in **(Table 11)**, 16,192 of 16,451 LPN respondents reported the number of positions in which they were employed, and 259 provided no data. 82.8% (n=13,622) of all respondents were employed in a single position, 13.27% (n=2,183) were employed in two positions, and 2.35% (n=387) were employed in three positions.

TABLE 11. LPN EMPLOYMENT POSITIONS

Number of Positions	N = 16,451	%
1	13,622	82.8
2	2,183	13.27
3	387	2.35
No Data	259	1.57
Total	16,192	100.00

(Figure 12) expands upon the primary place of employment for LPNs with one or more positions. Out of 16,451 respondents, 47% (n=7,645) of all LPNs in New Jersey primarily report working in a nursing home, extended care facility, or assisted living facility. 16% (n=2,659) of all LPNs in NJ primarily report working in home health.



(Figure 13) expands upon the secondary place of employment for LPNs. Out of 16,451 respondents, 50% (n=8,207) of LPNs in New Jersey do not have a secondary position. Of the 7,915 respondents who report having secondary position, 24% (n=3,936) report secondarily working in a nursing home, extended care facility, or assisted living facility. 11% (n=1,734) report secondarily working in home health.

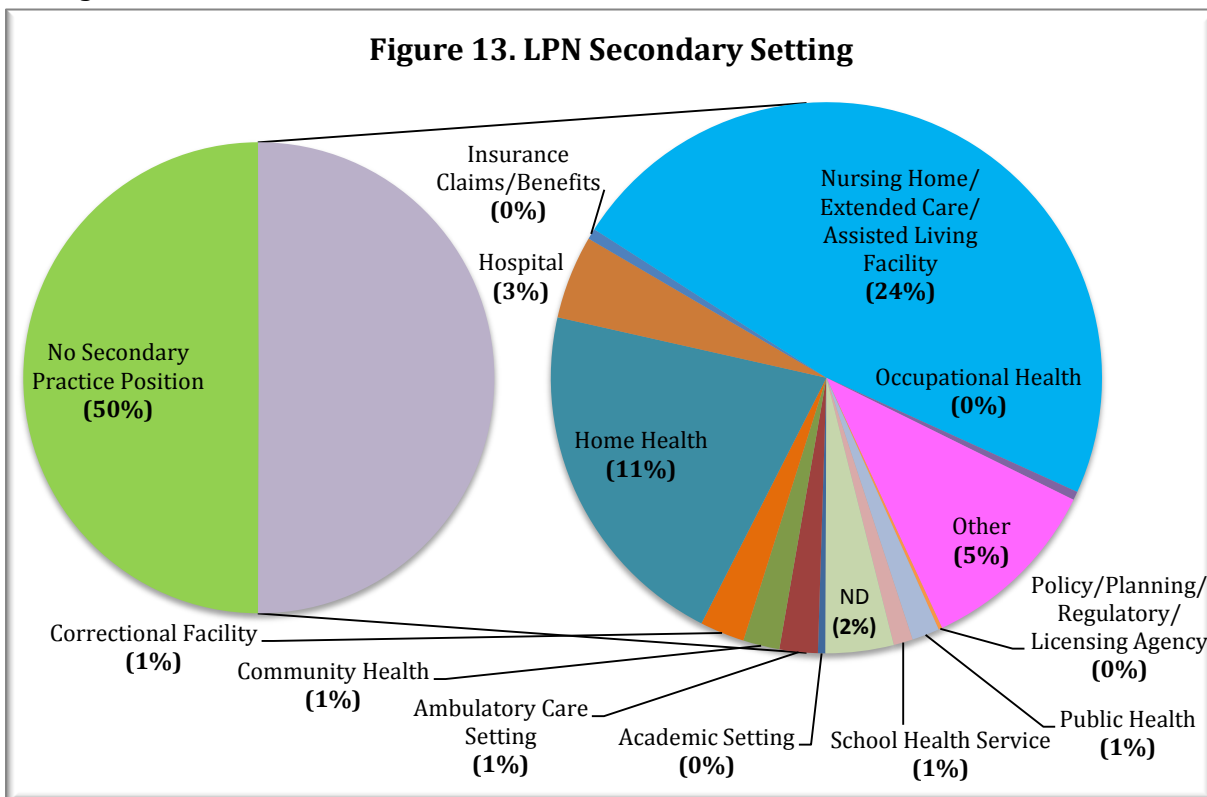
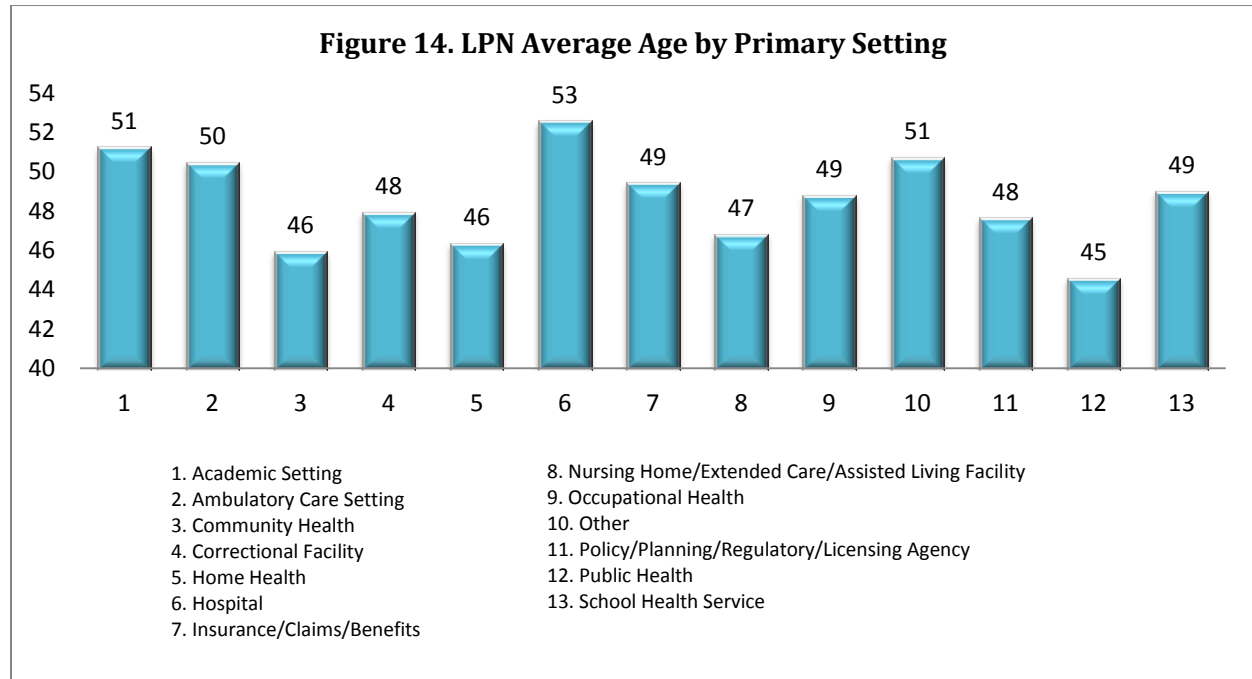


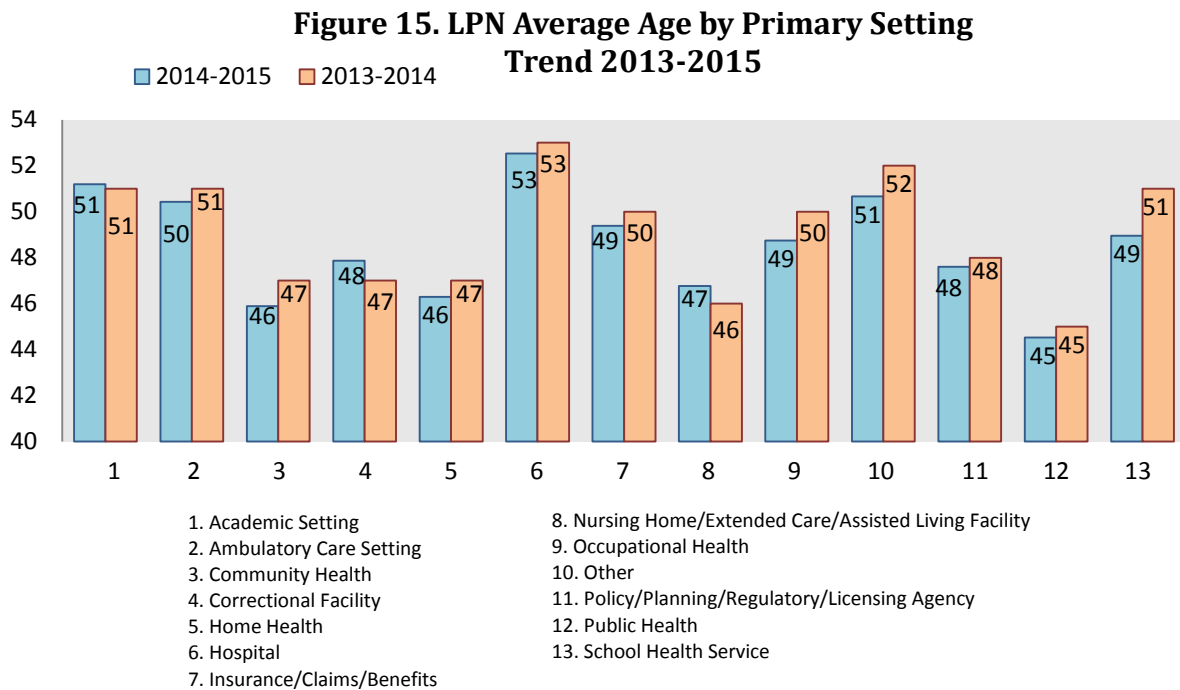
Table 12. LPN PRIMARY & SECONDARY SETTING

Setting	Primary		Secondary	
	N=16,451	(%)	N=16,451	(%)
Academic Setting	93	0.57	36	0.22
Ambulatory Care Setting	599	3.64	185	1.12
Community Health	459	2.79	176	1.07
Correctional Facility	401	2.44	216	1.31
Home Health	2,659	16.16	1734	10.54
Hospital	1,145	6.96	404	2.46
Insurance Claims/Benefits	250	1.52	52	0.32
No Secondary Practice Position			8207	49.89
Nursing Home/Extended Care/Assisted Living Facility	7,645	46.47	3936	23.93
Occupational Health	77	0.47	41	0.25
Other	2,484	15.10	891	5.42
Policy/Planning/Regulatory/Licensing Agency	23	0.14	18	0.11
Public Health	219	1.33	133	0.81
School Health Service	181	1.10	93	0.57
No Data	216	1.31	329	2.00
Total	16,451	100	16,451	100

(Figure 14) shows LPNs in each specialty according to respondents' primary employment setting. LPNs employed in hospitals are the oldest, with a mean age of 53 years. LPNs employed in the field of public health are the youngest, with a mean age of 45 years.



(Figure 15) compares the mean ages in each employment setting between 2013-2014 and 2014-2015.



UNEMPLOYMENT REASONS AND INTENTIONS AMONG LPNs

Unemployed LPNs were asked of their intention to seek work in the nursing field. There are currently 891 unemployed LPNs who responded to this survey question. Of the 891 unemployed respondents, 26.15% (n=233) were not seeking work as a nurse and 73.85% (n=658) were seeking work as a nurse.

TABLE 13. INTENTIONS AMONG UNEMPLOYED LPNs

Characteristic	N = 891	(%)
Not seeking work as nurse	233	26.15
Seeking work as a nurse	658	73.85
Total	891	100.00

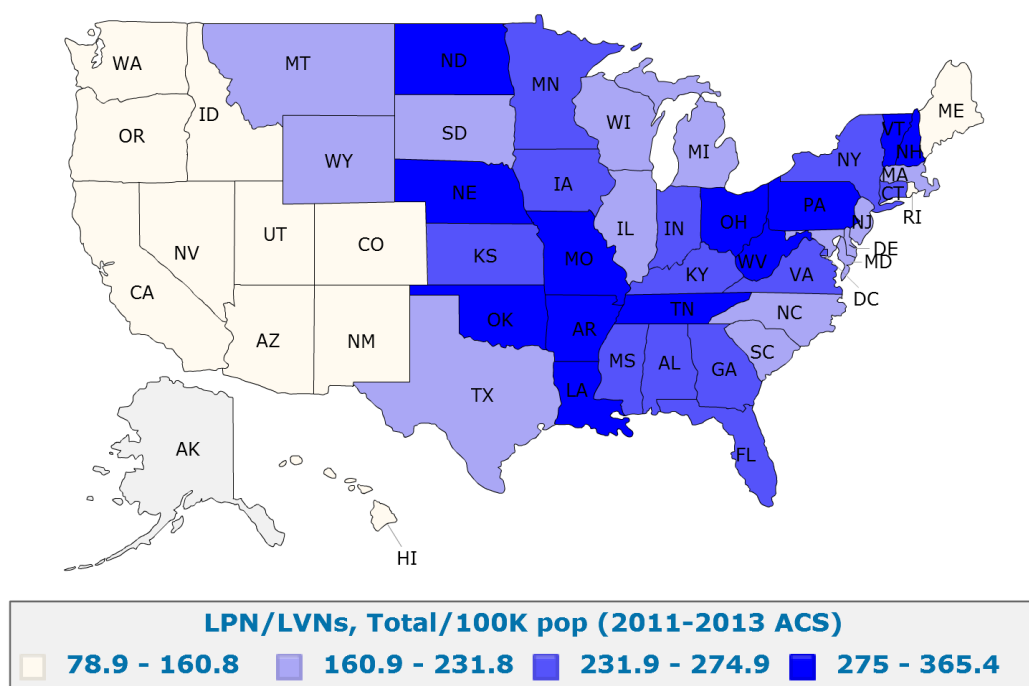
LPNs were asked to identify reasons for unemployment. Of the 889 unemployed respondents, 25.65% (n=228) had difficulty finding positions, 13.95% (n=124) qualified for disability, 0.45% (n=4) considered the salary to be inadequate, 7.42% (n=66) were currently occupied as students, 24.86% (n=221) were occupied with caring for home or family, and 27.67% (n=246) cited some other reason.

TABLE 14. REASONS GIVEN FOR UNEMPLOYED LPNs

Characteristic	889	(%)
Difficulty finding positions	228	25.65
Disabled	124	13.95
Inadequate Salary	4	0.45
School	66	7.42
Taking Care of Home/Family	221	24.86
Other	246	27.67
Total	889	100.00

LPN NATIONAL STATISTICS

Figure 16. LPN/LVNs /100k population 2011-2013



(HRSA, 2013)

ADVANCED PRACTICE NURSE (APN) PROFILE

Advanced Practical Nurses (APNs) were asked at the time of renewing their licenses to complete a minimum dataset in an effort to profile the APN workforce. In 2014-2015, there were 7,817 APN respondents that completed the survey during this period.

TABLE 15. APN DEMOGRAPHIC CHARACTERISTICS

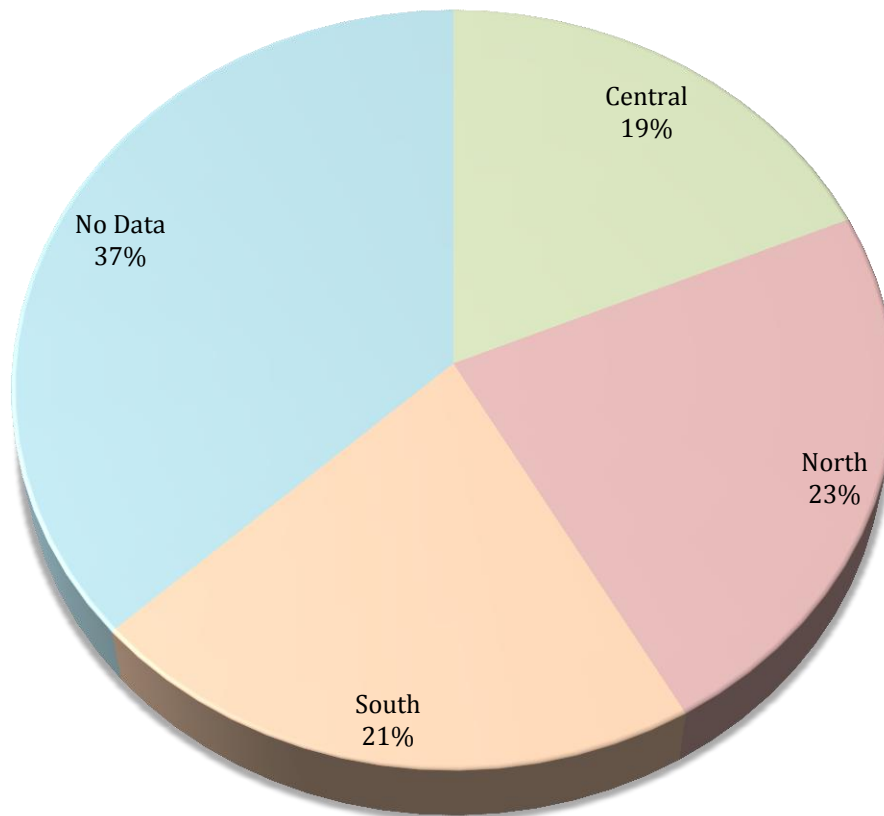
Characteristic	N=7,817	(%)
Gender		
Female	6,984	89.34
Male	815	10.43
No Data	18	0.23
Race/Ethnicity		
White/Caucasian	5,926	75.81
Black/African-American	636	8.14
Asian	687	8.79
Hispanic/Latino	239	3.06
Native Hawaiian/Other Pacific	44	0.56
Am Indian/Alaska Native	18	0.23
Two or More Races	126	1.61
No Data	141	1.80
Type of APN		
Nurse Practitioner	5189	66.38
NP Certified Midwife	229	2.93
NP Clinical CRNA	1331	17.03
NP/Clinical Nurse Specialist	620	7.93
NP/Forensic Nurse	17	0.22
NP not licensed	203	2.60
No Data	228	2.92
Total	7,817	100.00

The mean age of APNs in New Jersey was 50 years of age. The APNs were primarily female 89.34% (n=6,984) and of White/Caucasian 75.81% (n= 5,926) ethnicity. 66.38% (n=5,189) of respondents identified themselves as nurse practitioners.

DISTRIBUTION OF APN RESPONDENTS BY REGION

(Figure 17) shows that the regional distribution of APN respondents is relatively equal across Northern, Central, and Southern regions of New Jersey, with a slightly larger concentration (23%) in the north.

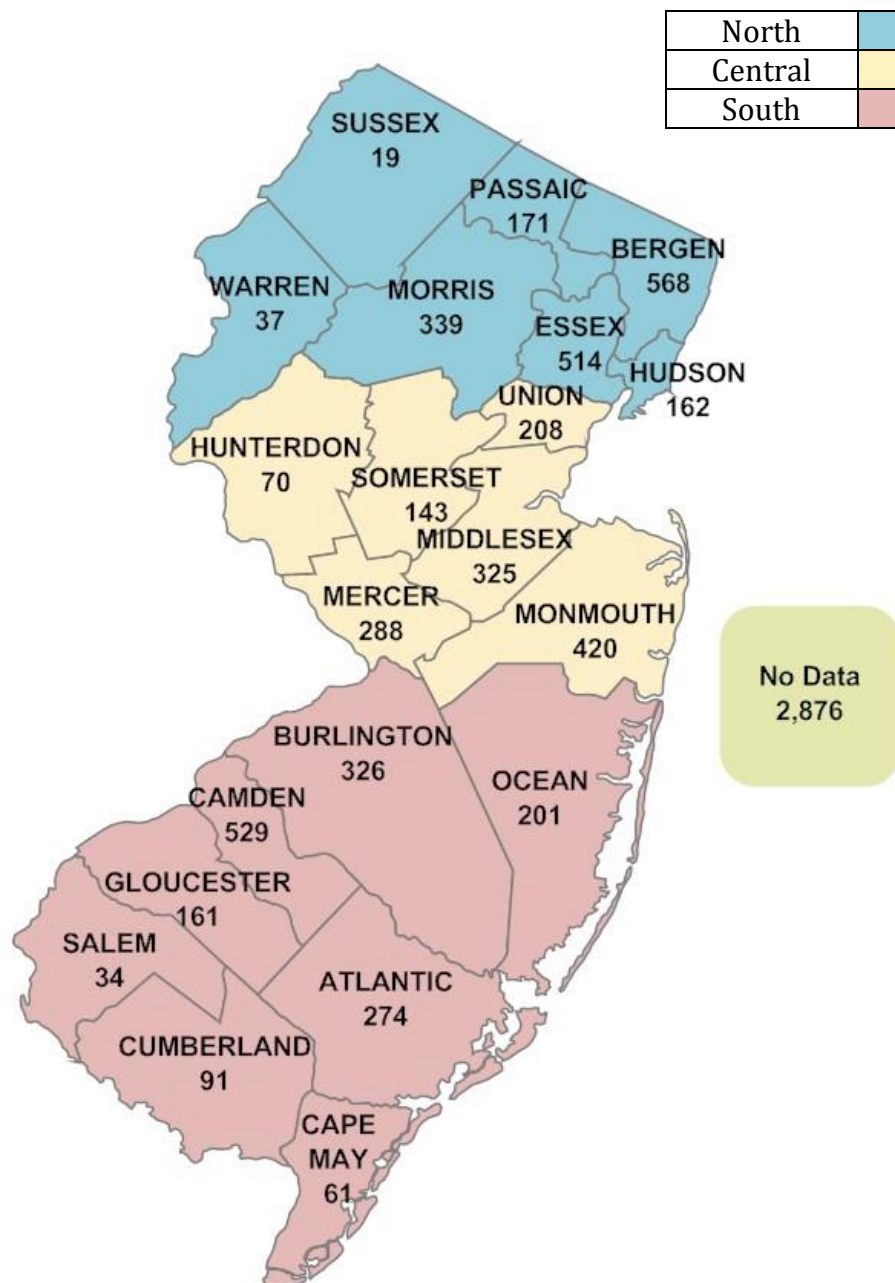
Figure 17. Distribution of APNs by Region



DISTRIBUTION OF APN RESPONDENTS BY COUNTY

(Figure 18) further breaks down the data in (Figure 15), displaying the number of APNs in each county in New Jersey. 2,876 respondents did not provide data on the location of their employment. Of all the counties in New Jersey, Bergen County has the greatest number of APNs (n=568), Camden County (n=529), and Essex County (n=514). Greater numbers of APNs in certain counties is consistent with greater overall populations, such that the per capita distribution of APNs is fairly consistent across counties.

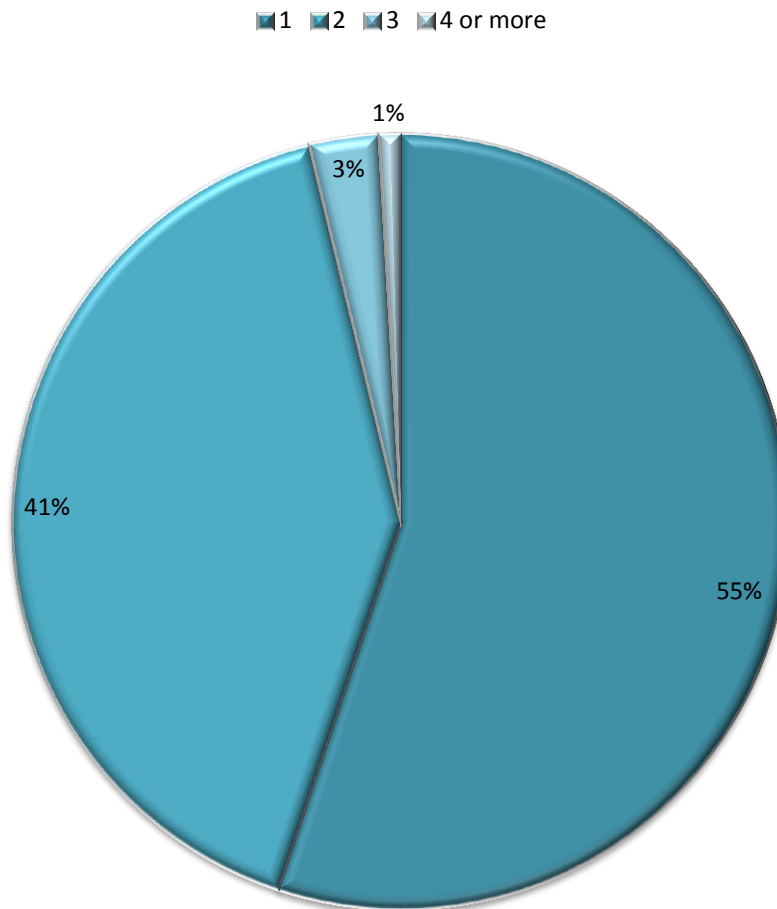
Figure 18. Distribution of APNs by County



APN EMPLOYMENT BY NUMBER OF STATES

Advanced Practice Nurses were asked to identify the list of states in which they were practicing during the years 2014 to 2015. 55% (n=4,309) of APN respondents reported that they practiced solely in New Jersey, 41% (n=3,211) reported that they practiced in 2 states, less than 3% (n=227) reported that they practiced in 3 states, and 1% (n=70) reported that they practiced in 4 or more states.

Figure 19. APN Employment in One or More States



APN EMPLOYMENT CHARACTERISTICS

As described in **(Table 16)**, 7,817 APN respondents were working in the field of nursing. Of these, 34.92% (n=2,730) were employed full-time, 4.84% (n=378) were employed part-time, and 1.65% (n=129) were employed on a per diem basis. 58.59% (n=4,580) did not disclose their employment status.

TABLE 16. APN NURSING EMPLOYMENT STATUS

Characteristic	N = 7,817	(%)
Employment Status		
Full-Time	6274	80.26
Part-Time	802	10.26
Per Diem	557	7.13
No Data	184	2.35
Total	7,817	100.00

As described in **(Table 17)**, 74 of 7,817 APN respondents reported that they were employed in a field other than nursing. 78.38% (n=58) of these respondents reported that they were employed full-time, 14.86% (n=11) were employed part-time, and 6.76% (n=5) were employed on a per-diem basis.

TABLE 17. APN NON-NURSING EMPLOYMENT STATUS

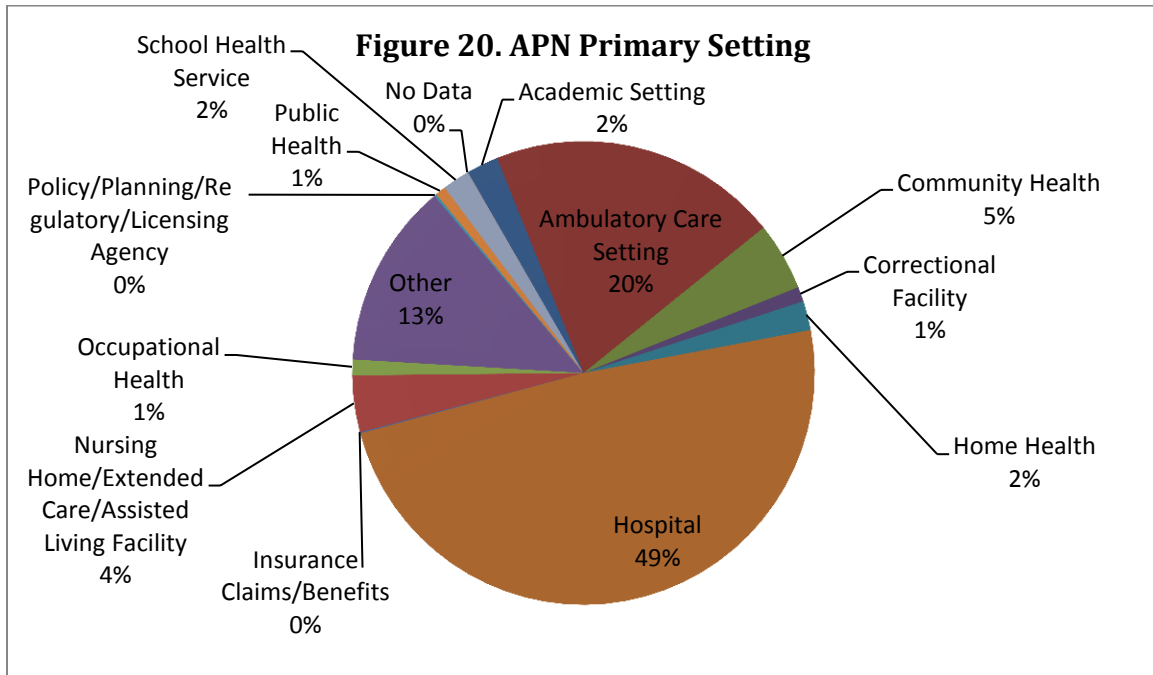
Characteristic	N = 74	(%)
Full-Time	58	78.38
Part-Time	11	14.86
Per Diem	5	6.76
Total	74	100.00

As described in **(Table 18)**, 7,811 of 7,817 APN respondents reported the number of positions in which they were employed, and 6 provided no data. 73.19% (n=5,721) of all respondents were employed in a single position, 21.80% (n=1,704) were employed in two positions, and 4.94% (n=386) were employed in three positions.

TABLE 18. APN EMPLOYMENT POSITIONS

Number of Positions	N = 7,817	%
1	5,721	73.19
2	1,704	21.8
3	386	4.94
No Data	6	0.08
Total	7,817	100.00

(Figure 20) expands upon the primary place of employment for APNs with one or more positions. Out of 7,817 respondents, 49% (n=3,813) of all APNs in New Jersey primarily report working in a hospital. 20% (n=1,587) of all APNs in NJ primarily report working in an ambulatory care setting.



(Figure 21) expands upon the secondary place of employment for APNs. Out of the 7,817 respondents, 53% of APNs (n=4,107) in New Jersey do not have a secondary position. Of the 3,710 respondents who report having a secondary position, 20% (n=1,583) report working secondarily in a hospital. 7% (n=587) report working secondarily in an ambulatory care setting.

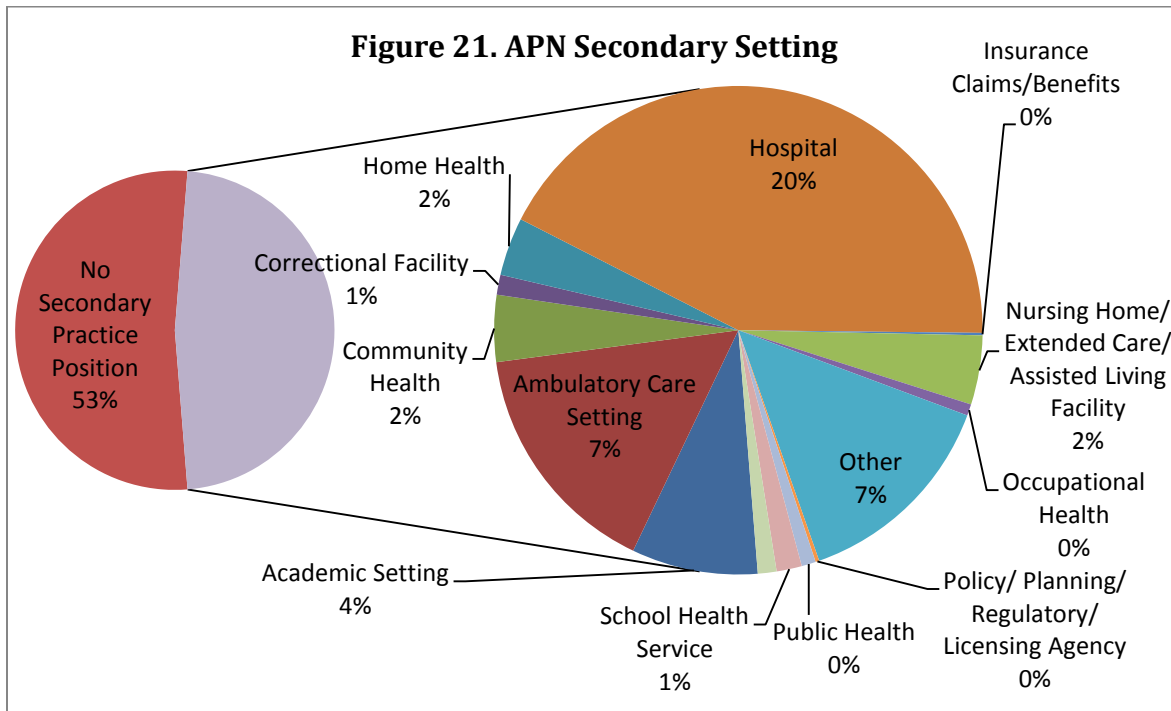
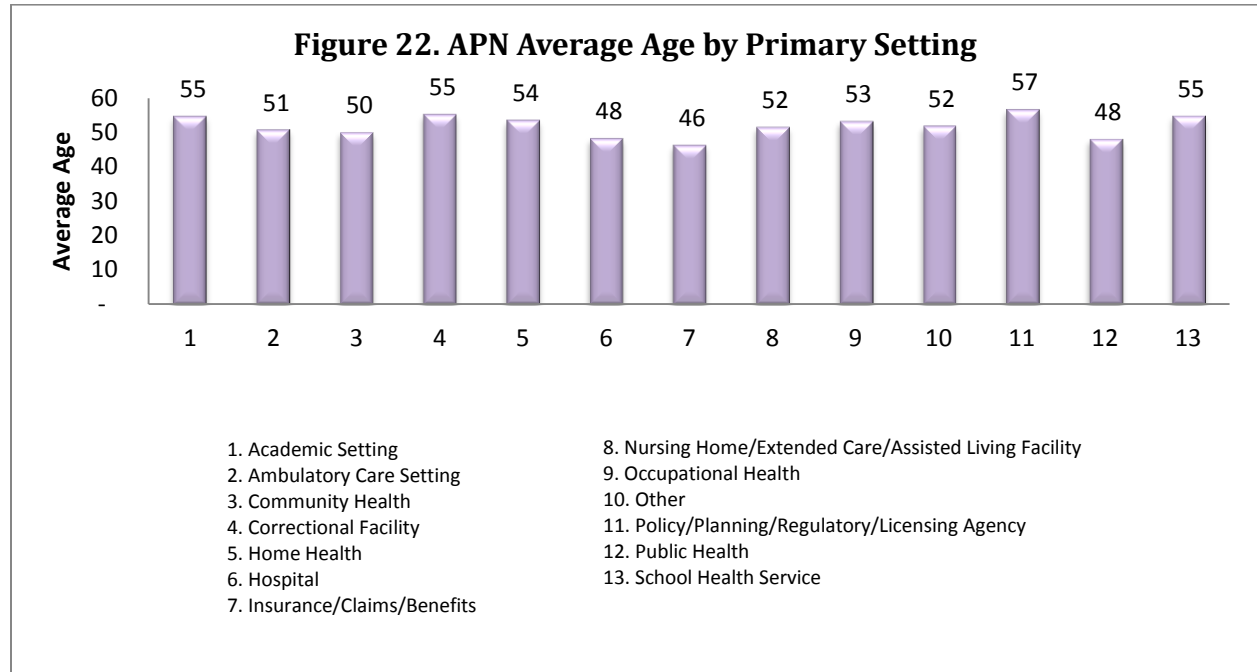


Table 19. APN Primary & Secondary Setting

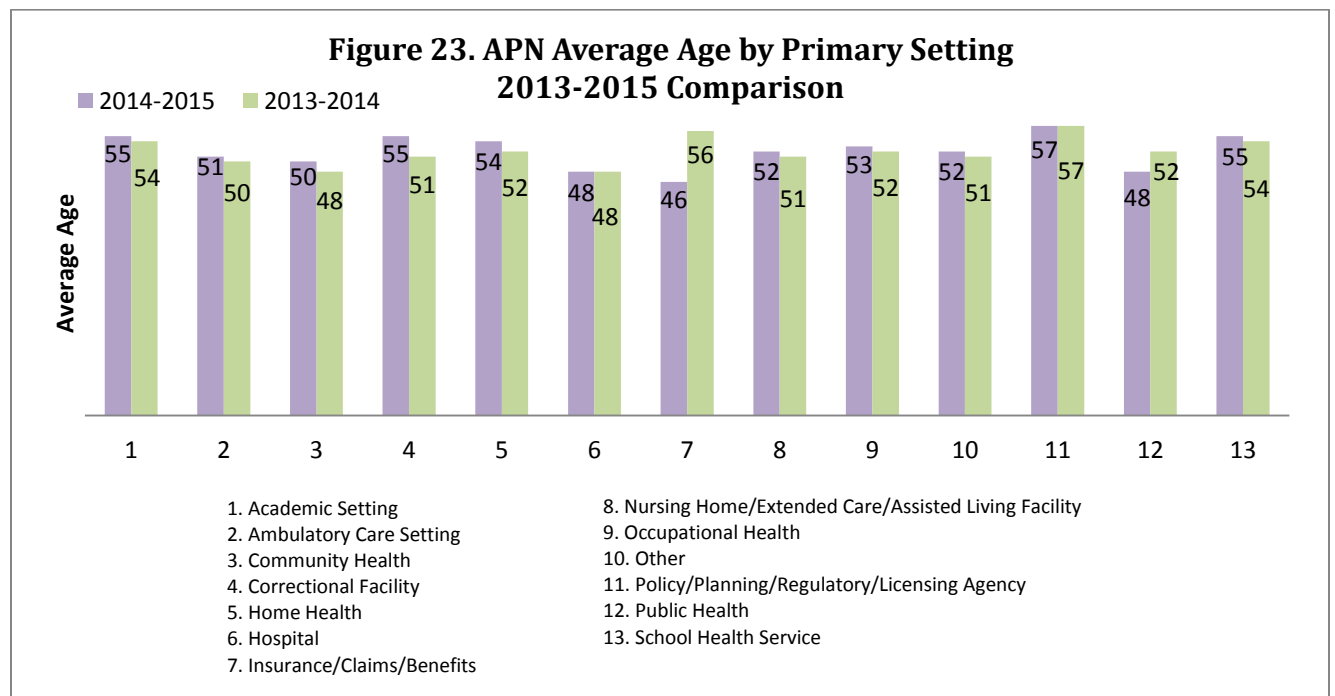
Setting	Primary		Secondary	
	N= 7,817	(%)	N= 7,817	(%)
Academic Setting	175	2.24	310	3.97
Ambulatory Care Setting	1,587	20.30	587	7.51
Community Health	372	4.76	164	2.10
Correctional Facility	80	1.02	49	0.63
Home Health	159	2.03	143	1.83
Hospital	3,813	48.78	1,583	20.25
Insurance Claims/Benefits	6	0.08	6	0.08
No Secondary Practice Position	309	3.95	4,107	52.54
Nursing Home/Extended Care/Assisted Living Facility	86 *	1.10	170	2.17
Occupational Health	1,009 *	12.91	28	0.36
Other	13 *	0.17	518	6.63
Policy/Planning/Regulatory /Licensing Agency	58 *	0.74	9	0.12
Public Health	148	1.89	35	0.45
School Health Service	2 *	0.03	62	0.79
No Data	175	2.24	46	0.59
Total	7,817	100.00	7,817	100.00

*The significant differences between the numbers reported in 2013-2014 and 2014-2015 may be due to a) non-response bias in the 2013-2014 reporting period and/or b) data fidelity.

(Figure 22) shows APNs in each specialty according to respondents' primary employment setting. APNs employed in policy, planning, regulatory and/or licensing agencies are the oldest, with a mean age of 57. APNs employed in the insurance claims and benefits offices are the youngest, with a mean age of 46.



(Figure 23) compares the mean ages in each employment setting between 2013-2014 and 2014-2015.



EMPLOYMENT INTENTIONS AMONG UNEMPLOYED APNS

APNs who were unemployed were asked whether or not they intended to seek work as an APN. Of the 61 respondents who reported themselves as being unemployed, 32.79% (n=41) were seeking work as an APN and 67.21% were not seeking work as an APN.

TABLE 20. INTENTIONS AMONG UNEMPLOYED APNS

Characteristic	N=61	(%)
Not seeking work as nurse	20	32.79
Seeking work as a nurse	41	67.21
Total	61	100.00

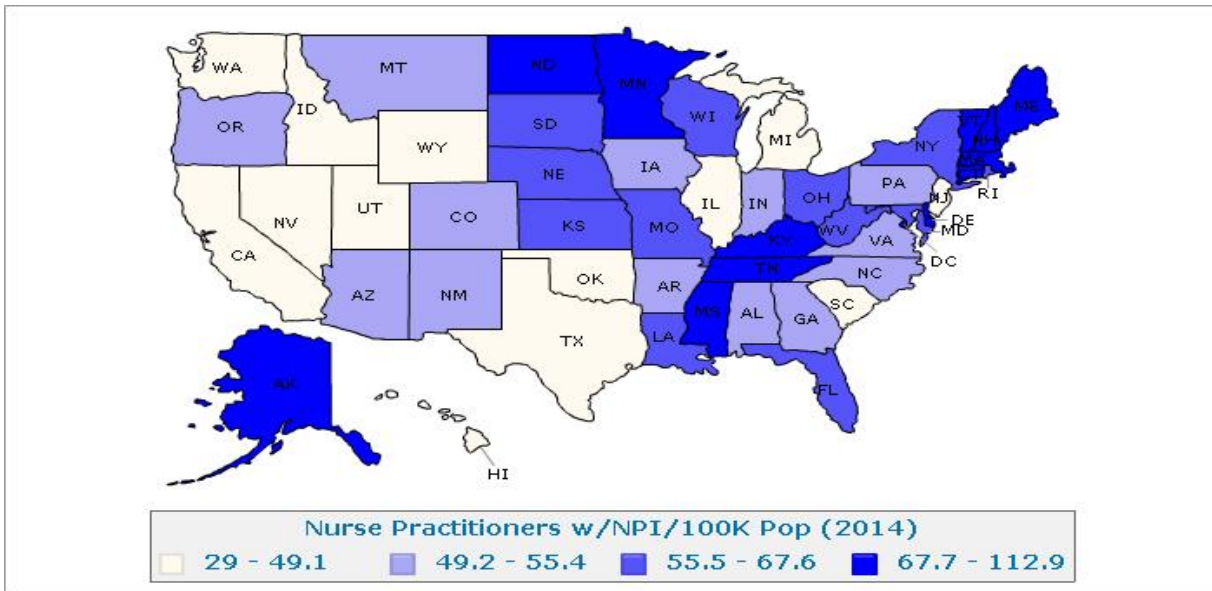
APNs were asked to identify reasons for unemployment. Of the 60 unemployed respondents, 25.65% (n=228) had difficulty finding positions, 13.95% (n=124) qualified for disability, 0.45% (n=4) considered the salary to be inadequate, 7.42% (n=66) were currently occupied as students, 24.86% (n=221) were occupied with caring for home or family, and 27.67% (n=246) cited some other reason.

TABLE 21. REASONS GIVEN FOR UNEMPLOYED APNS

Characteristic	N=61	(%)
Difficulty finding positions	8	13.33
Disabled	5	8.33
Inadequate Salary	0	0.00
Other	19	31.67
School	10	1.67
Taking Care of Home/Family	18	30.00
Total	61	100.00

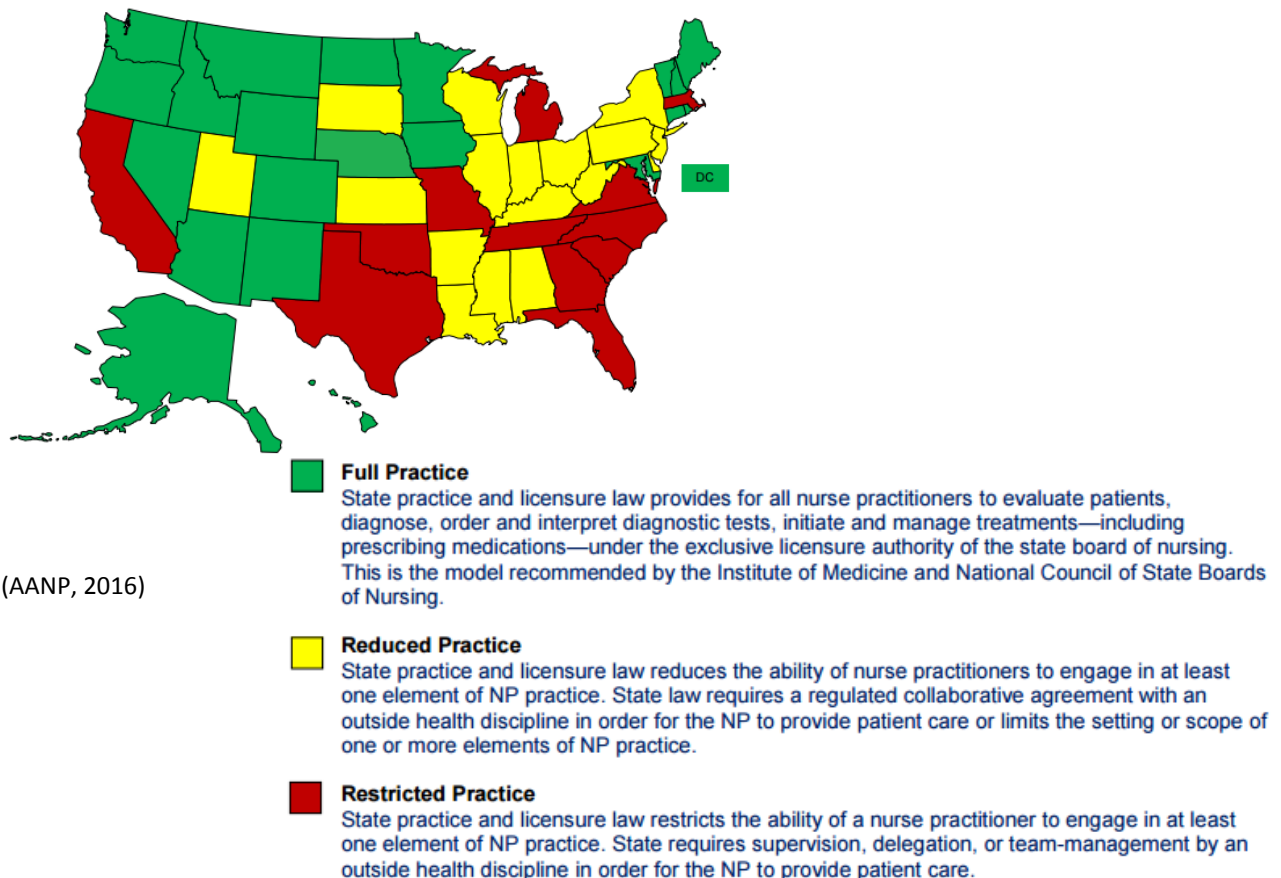
APN NATIONAL STATISTICS

Figure 24. Nurse Practitioners w/NPI/100k Population 2014



(HRSA, 2014)

Figure 25. State Practice Environment



(AANP, 2016)

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 second 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.

A supplemental addition to this report is included. The Sample Survey was done by the National Council of State Boards of Nursing in collaboration with the National Forum of State Workforce Centers. Data was provided to the NJCCN for analysis. The sample size for New Jersey was approximately 800, which is only 0.65% of the total New Jersey nursing workforce. Therefore, no conclusion can be drawn from the data, however, it is included for comparison to the national report. The details of their data can be found in the following pages.



SUPPLEMENT TO THE 2014-2015 NEW JERSEY WORKFORCE REPORT

Executive Summary:

“The National Council of State Boards of Nursing has partnered for the second time with The National Forum of State Nursing Workforce Centers to conduct the only national-level survey specifically focused on the U.S. nursing workforce. The National Nursing Workforce Survey, first conducted in 2013, generates information on the supply of nurses in the United States, information that is critical to planning for well-prepared and well-educated nurses in sufficient numbers to meet the health care needs of the nation, ensuring a safe, diverse, accessible, and effective health care system.

“In addition to providing a portrait of the current state of the nursing workforce, the data from this study facilitate the following:

- Examination of national workforce trends. The current survey data can be compared with data from previous Nursing Workforce surveys, including the 2013 study mentioned above, and the Health Resources and Services Administration (HRSA) nursing surveys (conducted from 1990 to 2008). Also, trends can be ascertained by a look at this year’s data only; for example, this year’s data concerning age and year licensed provide an idea of how the workforce will change as nurses retire.
- State-level analysis. Each board of nursing and state nursing workforce center will be provided their state’s data for further analyses that can help employers, educators, and others in developing policies and initiatives impacting the supply of nurses in their state.
- Further research. The national survey generated a broad data set from which important substudies or analyses can be conducted.

“As of June 2015, the total number of active registered nurse (RN) licenses held was 4,378,273 and active licensed practical/vocational nurse (LPN/VN) licenses held was 1,030,080. These numbers include approximately 12% who hold multiple licenses; these individuals were removed prior to sampling. Over 260,000 individual RNs and LPN/VNs were randomly selected from the study sample to participate in the survey (140,154 RNs and 120,793 LPN/VNs). Nurses throughout the United States with active licenses were asked to report on their age, gender, race, education, employment, and other characteristics.

“Participants received an announcement postcard in late June of 2015 and received their first survey in early July. Participants could submit their response via mail or online until the survey closed on September 15th. In total, 78,739 nurses (46,476 RNs and 32,263 LPN/VNs) responded to the survey. A formal nonresponse analysis was conducted and weighting was used in the analysis process to adjust the distribution across states, age, and gender.”

(Budden, Moulton, Harper, Brunell & Smiley, 2016, p. S4)

The national data from the following tables has been pulled from the NCSBN’s National Workforce Survey, and is paired with the matching data sets specific to New Jersey for the purpose of comparing New Jersey data to national trends.



Employment and Age in the New Jersey Workforce

Nurses in New Jersey tend to be older than the national trend, with 46.3% of nurses in New Jersey being over the age of 55, while only 38.7% in that age group nationally.

Table 1S: Age Distribution

n	Age								
	Younger than 30	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65 and Older
National									
41,258.6	3905.2 9.5%	4098.0 9.9%	3928.1 9.5%	4200.7 10.2%	4398.2 10.7%	4724.8 11.5%	5622.4 13.6%	5254.9 12.7%	5126.3 12.4%
New Jersey									
809	50 6.2%	43 5.6%	45 5.6%	56 6.9%	58 7.2%	78 9.6%	136 16.8%	120 14.8%	141 14.7%

*New Jersey figures are adjusted to eliminate respondents who did not provide data.
(Budden et al., 2016, p. S12)

New Jersey has a higher concentration than the national average of nurses in age groups 55 and older. This trend is consistent across all types of initial degrees.

Table 2S: Initial Nursing Education by Age

Initial Degree		Age								
	n	Younger than 30	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65 and Older
National										
Certificate	2195.98	84.6 3.9%	169.2 7.7%	218.1 9.9%	211.3 9.6%	305.7 13.9%	236.2 10.76	341.7 15.6%	333.9 15.2%	295.2 13.4%
Diploma	5703.54	75.0 1.3%	100.8 1.8%	161.1 2.8%	216.3 3.8%	278.0 4.9%	580.7 10.2%	969.3 17.0%	1157.6 20.3%	2164.9 38.0%
ADN	15794.7	1194.5 7.6%	1462.4 9.3%	1700.3 10.8%	1794.1 11.4%	1950.4 12.4%	1998.7 12.7%	2234.1 14.1%	1997.4 12.7%	1463.0 9.3%
BSN	16101.6	2463.2 15.3%	2151.9 13.4%	1654.7 10.3%	1788.8 11.1%	1714.4 10.7%	1748.1 10.9%	1925.1 12.0%	1600.8 9.9%	1054.6 6.6%
MSN	1079.17	72.5 6.7%	188.9 17.5%	161.1 14.9%	134.1 12.4%	103.9 9.6%	124.7 11.6%	113.3 10.5%	106.4 9.9%	74.3 6.9%
DNP	32.2884	0.5 1.4%	2.9 8.9%	0 0.0%	9.7 30.0%	5.3 16.6%	6.5 20.1%	0.6 2.0%	6.7 20.6%	0.1 0.5%
PhD-nursing	12.1207	0 0.0%	0 0.0%	2.0 16.6%	0.8 6.5%	3.7 30.7%	1.5 12.0%	1.9 16.0%	0.7 6.1%	1.5 12.2%
New Jersey										
Certificate	37	1 2.7%	0 0.0%	4 10.8%	1 2.7%	3 8.1%	3 8.1%	11 29.7%	8 21.6%	6 16.2%
Diploma	175	4 2.3%	1 0.6%	5 2.9%	6 3.4%	12 6.9%	15 8.6%	33 18.9%	30 17.1%	69 39.4%
ADN	217	12 5.5%	23 10.6%	16 7.4%	19 8.8%	22 10.1%	26 12.0%	35 16.1%	34 15.7%	30 13.8%
BSN	264	33 12.5%	16 6.1%	18 6.8%	28 10.6%	19 7.2%	27 10.2%	50 18.9%	42 15.9%	31 11.7%
MSN	22	0 0.0%	3 13.6%	1 4.5%	2 9.1%	1 4.5%	6 27.3%	4 18.2%	2 9.1%	3 13.6%
DNP	--	--	--	--	--	--	--	--	--	--
PhD-nursing	--	--	--	--	--	--	--	--	--	--

*New Jersey figures are adjusted to eliminate respondents who did not provide data.
(Budden et al., 2016, p. S13)



New Jersey has a higher rate of employment than the national rate in nursing professions across all age groups. However, compared to national data, New Jersey has a lower rate of full time and part time employment in nursing among younger nurses, and a higher rate of full time and part time employment in nursing among older nurses. New Jersey also has a higher rate of per diem employment in nursing among younger nurses than the national trend, with a comparable rate of per diem employment in nursing among older nurses.

Table 3S: Age by Employment Status

Employment Status	Age								
	Younger than 30 n=3902.6	30-34 n=4097.6	35-39 n=3920.9	40-44 n=4200.7	45-49 n=4388.9	50-54 n=4715.5	55-59 n=5616.6	60-64 n=5252.2	65 and Older n=5114.5
National									
Employed in Nursing (overall)	3701.5 94.8%	3777.7 92.2%	3571.3 91.1%	3867.0 92.1%	4006.2 91.3%	4138.5 87.8%	4769.7 84.9%	3775.6 71.9%	2051.6 40.1%
Full Time	3185.4 81.6%	2902.0 70.8%	2809.9 71.7%	3113.1 74.1%	3305.0 75.3%	3329.5 70.6%	3807.7 67.8%	2780.7 52.9%	929.5 18.2%
Part Time	338.8 8.7%	587.3 14.3%	540.2 13.8%	563.6 13.4%	521.9 11.9%	651.5 13.8%	755.1 13.4%	746.5 14.2%	707.7 13.8%
Per Diem	305.7 7.8%	414.2 10.1%	368.8 9.4%	318.9 7.6%	302.4 6.9%	272.4 5.8%	429.4 7.6%	429.7 8.2%	516.2 10.1%
Employed in other field	40.1 1.0%	58.0 1.4%	113.1 2.9%	120.7 2.9%	141.9 3.2%	202.9 4.3%	287.7 5.1%	259.5 4.9%	174.1 3.4%
Unemployed, seeking work as a nurse	81.5 2.1%	90.0 2.2%	101.2 2.6%	94.0 2.2%	95.3 2.2%	140.2 3.0%	129.7 2.3%	118.5 2.3%	89.6 1.8%
New Jersey									
	n=41	n=39	n=42	n=49	n=54	n=70	n=124	n=99	n=69
Employed in Nursing (overall)	40 97.6%	38 97.4%	39 92.9%	48 98.0%	51 94.4%	68 97.1%	115 92.7%	90 90.9%	62 89.9%
Full Time	33 80.5%	27 69.2%	28 66.7%	38 77.6%	45 83.3%	53 75.7%	92 74.2%	67 67.7%	28 40.6%
Part Time	3 7.3%	6 15.4%	5 11.9%	6 12.2%	6 11.1%	11 15.7%	14 11.3%	15 15.2%	17 24.6%
Per Diem	4 9.8%	5 12.8%	6 14.3%	4 8.2%	0 0.0%	4 5.7%	9 7.3%	8 8.1%	17 24.6%
Employed in other field	1 2.4%	1 2.6%	1 2.4%	0 0.0%	1 1.9%	1 1.4%	6 4.8%	3 3.0%	5 7.2%
Unemployed, seeking work as a nurse	0 0.0%	0 0.0%	2 4.8%	1 2.0%	2 3.7%	1 1.4%	3 2.4%	6 6.1%	2 2.9%

*New Jersey figures are adjusted to eliminate respondents who did not provide data. (Budden et al., 2016, p. S14)

The following three tables display the number of nurses in each age group according to their primary employment position, title, and specialty.

Table 4S: Primary Employment Setting by Age

Primary Position		Age								
	n	Younger than 30	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65 and Older
National										
Academic	1186.2	25.0 2.1%	68.9 5.8%	102.3 8.6%	139.0 11.7%	114.8 9.7%	149.6 12.6%	219.0 18.5%	236.2 19.1%	131.4 11.1%
Ambulatory Care	3776.3	190.2 5.0%	405.1 10.7%	362.0 9.6%	460.6 12.2%	479.7 12.7%	502.1 13.3%	594.8 15.8%	509.3 13.5%	272.5 7.2%
Assisted Living	200.7	24.0 12.0%	21.3 10.6%	21.5 10.7%	15.3 7.6%	25.4 12.7%	23.5 11.7%	19.2 9.6%	28.8 14.3%	21.8 10.9%
Community Health	679.2	41.4 6.1%	70.9 10.4%	90.9 13.4%	64.8 9.5%	74.9 11.0%	76.4 11.3%	91.2 13.4%	96.8 14.3%	72.0 10.59%

Primary Position		Age								
	n	Younger than 30	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65 and Older
National										
Correctional	226.0	4.5 2.0%	24.1 10.7%	18.1 8.0%	27.7 12.2%	31.4 13.9%	41.0 18.1%	31.9 14.1%	31.6 14.0%	15.8 7.0%
Home Health	2020.5	133.8 6.6%	185.1 9.2%	166.8 8.3%	205.2 10.2%	265.9 13.2%	282.4 14.0%	321.6 15.9%	270.7 13.4%	189.0 9.4%
Hospital	18360.6	2850.6 15.5%	2466.8 13.4%	2138.8 11.7%	2138.4 11.7%	2116.1 11.5%	2119.5 11.6%	2211.6 12.1%	1603.8 8.7%	715.0 3.9%
Insurance	600.5	18.1 3.0%	36.1 6.0%	70.7 11.8%	83.3 13.9%	65.2 10.9%	79.5 13.2%	126.0 21.0%	88.4 14.7%	33.3 5.5%
Nursing Home/ Extended Care	1617.0	157.6 9.8%	136.2 8.4%	115.5 7.1%	174.9 10.8%	214.6 13.3%	222.9 13.8%	224.1 13.9%	215.7 13.3%	155.6 9.6%
Occupational Health	220.9	11.4 5.2%	7.1 3.2%	18.5 8.4%	18.6 8.4%	28.9 13.1%	21.1 9.5%	28.2 12.8%	38.3 17.3%	48.9 22.1%
Policy/ Regulatory/ Licensing	139.9	0 0.0%	11.0 7.9%	6.9 5.0%	23.7 16.9%	12.7 9.1%	30.9 22.1%	21.7 15.5%	20.2 14.5%	12.7 9.1%
Public Health	514.7	43.4 8.4%	34.8 6.8%	49.0 9.5%	43.8 8.5%	74.0 14.4%	75.2 14.6%	82.2 16.0%	72.1 14.0%	40.3 7.8%
School Health	962.1	16.1 1.7%	41.1 4.3%	77.4 8.0%	101.0 10.5%	109.1 11.3%	132.8 13.8%	243.8 25.3%	159.0 16.5%	82.0 8.5%
Other	2999.4	180.9 6.0%	230.3 7.7%	297.2 9.9%	344.0 11.5%	357.0 11.9%	349.5 11.7%	498.7 16.6%	407.9 13.6%	334.1 11.1%
New Jersey										
Academic	33	1 3.0%	1 3.0%	1 3.0%	2 6.1%	5 15.2%	2 6.1%	6 18.2%	9 27.3%	6 18.2%
Ambulatory Care	62	3 4.8%	7 11.3%	2 3.2%	6 9.7%	5 8.1%	11 17.7%	12 19.4%	9 14.5%	7 11.3%
Assisted Living	6	0 0.0%	2 33.3%	0 0.0%	0 0.0%	1 16.7%	1 16.7%	1 16.7%	1 16.7%	0 0.0%
Community Health	17	0 0.0%	2 11.8%	1 5.9%	1 5.9%	4 23.5%	2 11.8%	2 11.8%	2 11.8%	3 17.6%
Correctional	2	0 0.0%	1 50.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 50.0%	0 0.0%
Home Health	35	0 0.0%	1 2.9%	0 0.0%	3 8.6%	5 14.3%	4 11.4%	7 20.0%	8 22.9%	7 20.0%
Hospital	284	33 11.6%	23 8.1%	21 10.9%	31 10.9%	21 7.4%	39 13.7%	53 18.7%	34 12.0%	19 6.7%
Insurance	10	1 10.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	6 60.0%	3 30.0%	0 0.0%
Nursing Home/ Extended Care	36	7 19.4%	2 5.6%	0 0.0%	3 8.3%	3 8.3%	2 5.6%	6 16.7%	4 11.1%	9 25.0%
Occupational Health	5	0 0.0%	0 0.0%	2 40.0%	0 0.0%	0 0.0%	0 0.0%	1 20.0%	1 20.0%	1 20.0%
Policy/ Regulatory/ Licensing	1	0 0.0%	0 0.0%	0 0.0%	1 100.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Public Health	9	1 11.1%	0 0.0%	1 11.1%	0 0.0%	1 11.1%	0 0.0%	2 22.2%	2 22.2%	2 22.2%
School Health	50	0 0.0%	0 0.0%	1 2.0%	2 4.0%	3 6.0%	5 10.0%	18 36.0%	13 26.0%	8 16.0%
Other	44	2 4.5%	2 4.5%	2 4.5%	2 4.5%	3 6.8%	7 15.9%	6 13.6%	8 18.2%	12 27.3%

*New Jersey figures are adjusted to eliminate respondents who did not provide data.
(Budden et al., 2016, p. S15)



Table 5S: Primary Position Title by Age

Position Title		Age								
	n	Younger than 30	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65 and Older
National										
Advanced Practice Nurse	2694.8	138.5 5.1%	354.0 13.1%	360.4 13.4%	376.5 14.0%	304.6 11.3%	303.6 11.3%	350.6 13.0%	315.4 11.7%	191.2 7.1%
Case Manager	2222.1	99.1 4.5%	163.9 7.4%	163.2 7.4%	235.3 10.6%	316.2 14.2%	307.1 13.8%	426.4 19.2%	336.2 15.1%	174.8 7.9%
Clinical Nurse Leader	1374.2	76.2 5.6%	104.2 7.6%	138.9 10.1%	163.9 11.9%	170.0 12.4%	224.7 16.4%	233.3 17.0%	187.0 13.6%	76.1 5.5%
Consultant	592.7	11.4 1.9%	32.9 5.6%	43.9 7.4%	57.0 9.6%	65.6 11.1%	78.5 13.3%	103.2 17.4%	100.6 17.0%	99.7 16.8%
Nurse Executive	789.0	0.9 0.12%	20.1 2.5%	53.0 6.7%	72.4 9.2%	115.4 14.6%	132.1 16.7%	145.1 18.4%	174.8 22.2%	75.2 9.5%
Nurse Faculty	1280.7	120.6 9.4%	138.1 10.8%	116.2 9.1%	128.6 10.0%	134.8 10.5%	135.3 10.6%	189.0 14.8%	189.1 14.8%	129.0 10.1%
Nurse Manager	2727	112.2 4.1%	214.1 7.9%	261.3 9.1%	128.6 10.0%	134.8 10.5%	135.3 110.6%	189.0 14.8%	189.1 14.8%	129.0 10.1%
Nurse Researcher	215.3	5.8 2.7%	10.7 5.0%	15.2 7.1%	34.4 16.0%	27.2 12.6%	35.5 16.5%	37.3 17.3%	21.3 9.9%	27.8 12.9%
Other-Health Related	1926.0	54.1 2.8%	82.0 4.3%	183.8 9.5%	199.9 10.4%	232.8 12.1%	289.0 15.0%	397.1 20.6%	301.1 15.6%	186.2 9.7%
Other-Not Health Related	220.2	4.0 1.8%	31.2 14.2%	19.5 8.9%	21.4 9.7%	19.2 8.7%	37.3 16.9%	32.0 14.5%	33.4 15.2%	22.2 10.1%
Staff Nurse	19755.6	3073.0 15.6%	2572.1 13.0%	2210.0 11.2%	2210.0 11.2%	2284.9 11.6%	2212.4 11.2%	2432.5 12.3%	1805.8 9.1%	962.4 4.9%
New Jersey										
Advanced Practice Nurse	45	2 4.4%	5 11.1%	5 11.1%	7 15.6%	5 11.1%	5 11.1%	8 17.8%	5 11.1%	3 6.7%
Case Manager	36	1 2.8%	0 0.0%	0 0.0%	1 2.8%	4 11.1%	4 11.1%	10 27.8%	10 27.8%	6 16.7%
Clinical Nurse Leader	18	2 11.1%	0 0.0%	0 0.0%	1 5.6%	2 11.1%	3 16.7%	5 27.8%	4 22.2%	1 5.6%
Consultant	9	0 0.0%	0 0.0%	2 22.2%	1 11.1%	0 0.0%	1 11.1%	0 0.0%	2 22.2%	3 33.3%
Nurse Executive	22	0 0.0%	0 0.0%	1 4.5%	1 4.5%	3 13.6%	2 9.1%	4 18.2%	3 13.6%	8 36.4%
Nurse Faculty	29	1 3.4%	0 0.0%	4 13.8%	0 0.0%	5 17.2%	0 0.0%	7 24.1%	6 20.7%	6 20.7%
Nurse Manager	44	2 4.5%	2 4.5%	1 2.3%	3 6.8%	5 11.4%	6 13.6%	8 18.2%	12 27.3%	5 11.4%
Nurse Researcher	1	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 100.0%
Other-Health Related	50	2 4.0%	0 0.0%	1 2.0%	5 10.0%	3 6.0%	9 18.0%	13 26.0%	9 18.0%	8 16.0%
Other-Not Health Related	2	1 50.0%	0 0.0%	1 50.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Staff Nurse	340	38 11.2%	33 9.7%	27 7.9%	32 9.4%	25 7.4%	43 12.6%	65 19.1%	45 13.2%	32 9.4%

*New Jersey figures are adjusted to eliminate respondents who did not provide data.

(Budden et al., 2016, p. S15-S16)

Table 6S: Primary Employment Specialty by Age

Position Title		Age								
	n	Younger than 30	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65 and Older
National										
Acute/Critical Care	3746.6	636.9 17.0%	558.4 14.9%	486.7 13.0%	455.1 12.1%	442.8 11.8%	379.8 10.1%	359.3 9.6%	289.3 7.7%	138.3 3.7%
Adult/Family Health	658.4	42.0 6.4%	61.0 9.3%	76.5 11.6%	61.7 9.4%	95.1 14.4%	86.7 13.2%	95.6 14.5%	85.1 12.9%	54.6 8.3%
Anesthesia	480.7	23.3 4.8%	75.8 15.8%	57.5 12.0%	67.1 14.0%	52.9 11.0%	68.4 14.2%	50.7 10.5%	51.7 10.8%	33.3 6.9%
Community	306.7	15.5 5.1%	18.4 6.0%	37.2 12.1%	22.6 7.4%	26.5 8.7%	50.1 16.3%	48.5 15.8%	47.1 15.4%	40.8 13.3%
Emergency/ Trauma	1856.9	268.8 14.5%	298.5 16.1%	273.2 14.7%	266.3 14.3%	213.5 11.5%	166.8 9.0%	203.1 10.9%	113.0 6.1%	53.8 2.9%
Genetics	33.4	0.4 1.0%	9.3 27.7%	2.4 7.2%	0.5 1.6%	1.3 4.0%	6.0 17.9%	3.5 10.4%	5.8 17.5%	4.3 12.7%
Geriatric/ Gerontology	1561.9	129.4 8.3%	112.0 7.2%	127.9 8.2%	155.0 9.9%	186.6 12.0%	218.2 14.0%	230.4 14.8%	227.5 14.6%	174.9 11.2%
Home Health	1430.2	79.5 5.6%	117.2 8.2%	120.5 8.4%	158.9 11.1%	190.1 13.3%	203.8 14.3%	249.3 17.4%	184.2 12.9%	126.7 8.9%
Informatics	291.1	8.9 3.1%	38.0 13.1%	31.2 10.7%	37.7 13.0%	27.5 9.5%	47.9 16.5%	36.7 12.6%	50.5 17.3%	12.7 4.4%
Maternal- Child Health	1476.3	155.1 10.5%	180.1 12.2%	168.4 11.4%	213.0 14.4%	187.8 12.7%	159.8 10.8%	198.3 13.4%	148.8 10.1%	64.7 4.4%
Medical- Surgical	3353.4	645.0 19.2%	392.0 11.7%	356.5 10.6%	384.1 11.5%	365.1 10.9%	381.0 11.4%	378.9 11.3%	293.5 8.8%	157.3 4.7%
Neonatal	734.8	93.8 12.8%	127.4 17.3%	109.7 14.9%	72.4 9.9%	65.9 9.0%	105.3 14.3%	78.6 10.7%	65.6 8.9%	16.1 2.2%
Nephrology	434.5	19.0 4.4%	50.0 11.5%	37.0 8.5%	54.3 12.5%	70.3 16.2%	67.1 15.4%	60.3 13.9%	41.7 9.6%	34.9 8.0%
Neurology/ Neurosurgical	311.1	76.1 24.5%	50.1 16.1%	34.8 11.2%	41.8 13.5%	34.1 11.0%	35.1 11.3%	18.8 6.1%	18.8 6.1%	1.5 0.5%
Occupational Health	250.2	5.4 2.2%	8.3 3.3%	18.6 7.4%	19.5 7.8%	35.8 14.3%	27.1 10.8%	42.7 17.1%	47.4 19.0%	45.4 18.1%
Oncology	908.7	122.5 13.5%	93.5 10.3%	80.4 8.9%	92.8 10.2%	120.4 13.3%	125.9 13.9%	152.3 16.8%	81.0 8.9%	40.0 4.4%
Orthopedic	401.4	61.4 15.3%	43.4 10.8%	54.3 13.5%	66.6 16.6%	50.1 12.5%	39.2 9.8%	36.2 9.0%	30.4 7.6%	19.8 4.9%
Palliative Care/Hospice	476.4	23.1 4.9%	36.9 7.7%	49.0 10.3%	53.2 11.2%	64.7 13.6%	59.5 12.5%	88.5 18.6%	60.5 12.7%	41.0 8.6%
Pediatrics	1425.8	259.5 18.2%	227.5 16.0%	134.6 9.4%	141.1 9.9%	161.3 11.3%	146.1 10.3%	174.5 12.2%	122.0 8.6%	59.2 4.2%
Perioperative	1986.7	143.7 7.2%	185.0 9.3%	180.0 9.1%	242.0 12.2%	289.3 14.6%	299.1 15.1%	301.7 15.2%	251.2 12.6%	94.7 4.8%
Primary Care	952.0	51.1 5.4%	115.2 12.1%	109.4 11.5%	105.1 11.0%	136.5 14.3%	125.1 13.1%	148.5 15.6%	109.5 11.5%	51.6 5.4%
Psychiatric/ Mental Health	1265.2	95.4 7.5%	107.4 8.5%	108.0 8.5%	133.6 10.6%	146.8 11.6%	147.8 11.7%	191.3 15.1%	184.8 14.6%	150.3 11.9%
Public Health	403.9	22.5 5.6%	21.9 5.4%	29.5 7.3%	72.5 17.9%	54.8 13.6%	51.7 12.8%	55.9 13.8%	65.4 16.2%	29.8 7.4%
Radiology	178.8	8.1 4.5%	15.6 8.7%	10.8 6.1%	14.9 8.4%	30.0 16.8%	35.9 20.1%	34.5 19.3%	18.0 10.1%	11.0 6.1%
Rehabilitation	652.4	87.7 13.4%	74.9 11.5%	61.9 9.5%	62.5 9.6%	86.1 13.2%	93.5 14.3%	93.1 14.3%	62.5 9.6%	30.5 4.7%
School Health	909.7	17.3 1.9%	33.4 3.7%	77.1 8.5%	91.5 10.1%	105.3 11.6%	124.1 13.7%	234.0 25.7%	144.4 15.9%	82.6 9.1%
Urologic	77.9	8.0 10.2%	13.0 16.7%	8.7 11.2%	3.5 4.5%	0.3 0.4%	6.9 8.9%	8.0 10.2%	12.8 16.4%	16.7 21.5%
Women's Health	588.2	78.2 13.3%	107.6 18.3%	75.3 12.8%	70.5 12.0%	55.2 9.4%	46.2 7.9%	58.3 9.9%	66.0 11.2%	31.0 5.3%
Other	5590.4	320.6 5.7%	446.1 8.0%	518.1 9.3%	561.3 10.0%	625.5 11.2%	778.3 13.9%	1046.7 18.7%	819.7 14.7%	474.3 8.5%



Position Title		Age								
	n	Younger than 30	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65 and Older
New Jersey										
Acute/Critical Care	56	7 12.2%	5 8.9%	7 12.5%	10 17.9%	2 3.6%	8 14.3%	8 14.3%	7 12.5%	2 3.6%
Adult/Family Health	3	0 0.0%	1 33.3%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	2 66.7%	0 0.0%	0 0.0%
Anesthesia	2	0 0.0%	0 0.0%	1 50.0%	1 50.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%
Community	6	0 0.0%	0 0.0%	1 16.7%	1 16.7%	0 0.0%	0 0.0%	1 16.7%	1 16.7%	2 33.3%
Emergency/ Trauma	18	5 27.8%	0 0.0%	1 5.6%	4 22.2%	1 5.6%	4 22.2%	1 5.6%	1 5.6%	1 5.6%
Genetics										
Geriatric/ Gerontology	34	5 14.7%	2 5.9%	0 0.0%	2 5.9%	2 5.9%	3 8.8%	4 11.8%	5 14.7%	11 32.4%
Home Health	24	0 0.0%	0 0.0%	0 0.0%	3 12.5%	2 8.3%	3 12.5%	6 25.0%	6 25.0%	4 16.7%
Informatics	6	1 16.7%	0 0.0%	1 16.7%	2 33.3%	0 0.0%	1 16.7%	1 16.7%	0 0.0%	0 0.0%
Maternal- Child Health	36	1 2.8%	2 5.6%	2 5.6%	5 13.9%	4 11.1%	3 8.3%	10 27.8%	7 19.4%	2 5.6%
Medical- Surgical	64	7 10.9%	4 6.3%	9 14.1%	3 4.7%	8 12.5%	8 12.5%	14 21.9%	8 12.5%	3 4.7%
Neonatal	6	0 0.0%	1 16.7%	1 16.7%	2 33.3%	0 0.0%	1 16.7%	0 0.0%	0 0.0%	1 16.7%
Nephrology	12	0 0.0%	1 8.3%	0 0.0%	3 25.0%	1 8.3%	1 8.3%	4 33.3%	1 8.3%	1 8.3%
Neurology/ Neurosurgical	9	2 22.2%	1 11.1%	1 11.1%	1 11.1%	0 0.0%	1 11.1%	2 22.2%	1 11.1%	0 0.0%
Occupational Health	5	0 0.0%	0 0.0%	2 40.0%	0 0.0%	0 0.0%	0 0.0%	2 40.0%	1 11.1%	0 0.0%
Oncology	14	0 0.0%	0 0.0%	2 14.3%	0 0.0%	3 21.4%	2 14.3%	5 35.7%	1 7.1%	1 7.1%
Orthopedic	4	0 0.0%	0 0.0%	0 0.0%	1 25.0%	0 0.0%	1 25.0%	0 0.0%	1 25.0%	1 25.0%
Palliative Care/Hospice	6	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 16.7%	1 16.7%	1 16.7%	1 16.7%	2 33.3%
Pediatrics	27	2 7.4%	5 18.5%	2 7.4%	1 3.7%	4 14.8%	3 11.1%	3 11.1%	5 18.5%	2 7.4%
Perioperative	38	0 0.0%	4 10.5%	2 5.3%	3 7.9%	4 10.5%	7 18.4%	7 18.4%	8 21.1%	3 7.9%
Primary Care	9	0 0.0%	2 22.2%	0 0.0%	0 0.0%	1 11.1%	1 11.1%	0 0.0%	2 22.2%	3 33.3%
Psychiatric/ Mental Health	20	2 10.0%	2 10.0%	1 5.0%	2 10.0%	3 15.0%	2 10.0%	3 15.0%	3 15.0%	2 10.0%
Public Health	7	1 14.3%	1 14.3%	1 14.3%	0 0.0%	0 0.0%	0 0.0%	1 14.3%	0 0.0%	3 42.9%
Radiology	2	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 50.0%	1 50.0%	0 0.0%	0 0.0%
Rehabilitation	13	3 23.1%	2 15.4%	1 7.7%	0 0.0%	0 0.0%	1 7.7%	4 30.8%	1 7.7%	1 7.7%
School Health	51	0 0.0%	0 0.0%	1 2.0%	2 3.9%	5 9.8%	5 9.8%	17 33.3%	14 27.5%	7 13.7%
Urology	2	1 50.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 50.0%
Women's Health	12	0 0.0%	5 41.7%	1 8.3%	1 8.3%	1 8.3%	1 8.3%	2 16.7%	0 0.0%	1 8.3%
Other	83	7 8.4%	2 2.4%	5 6.0%	2 2.4%	8 9.6%	14 16.9%	15 18.1%	17 20.5%	13 15.7%

*New Jersey figures are adjusted to eliminate respondents who did not provide data.
(Budden et al., 2016, p. S16-S17)



Race and Ethnicity in the Nursing Workforce

White/Caucasian nurses represent the largest percentage of nurses, accounting for 80.5% of nurses nationally and 73.8% of nurses in New Jersey. New Jersey has double the concentration of Asian nurses when compared to the national average, with Asian nurses accounting for 12.4% of nurses in New Jersey, but only 6.6% of nurses nationally.

<u>Table 7S: Race/Ethnicity</u>		
Race/Ethnicity	n	Percentage
National		
American Indian or Alaskan Native	198.5	0.4%
Asian	3053.0	6.6%
Black/African American	2549.9	5.5%
Native Hawaiian or Other Pacific Islander	171.8	0.4%
White/Caucasian	37003.0	80.5%
Hispanic/Latino	1654.0	3.6%
Other	390.8	0.8%
Mixed	968.4	2.1%
New Jersey		
American Indian or Alaskan Native	2	0.2%
Asian	100	12.4%
Black/African American	54	6.7%
Native Hawaiian or Other Pacific Islander	3	0.4%
White/Caucasian	567	73.8%
Hispanic/Latino	31	3.8%
Other	6	0.7%
Mixed	12	1.5%

*Respondents were asked to mark all that applied for Race/Ethnicity. However, responses were coded to be mutually exclusive. If respondents selected multiple options, they were coded as Mixed Race/Ethnicity

*New Jersey figures are adjusted to eliminate respondents who did not provide data.

(Budden et al., 2016, p. S22)



Education in the New Jersey Workforce

(Table 8S) shows the type of degree held by nurses when they received their *first U.S. Nursing License*. A far greater percentage of nurses in New Jersey had a diploma (25.2%) than did nationwide (14.3%). On the other hand, a lesser percentage of nurses in New Jersey (29.3%) had an Associate's degree than did nationwide (38.5%).

Table 8S: Type of Nursing Degree that Qualified Respondents for First License

National	n = 45,835.8	Percentage
Vocational/Practical Certificate – Nursing	2442.1	5.3%
Diploma – Nursing	6539.3	14.3%
ADN	17625.9	38.5%
BSN	17853.4	39.0%
MSN	1297.9	2.8%
Doctoral degree – nursing (DNP)	45.6	0.1%
Doctoral degree – nursing (PhD)	14.8	0.0%
Doctoral degree – nursing other	17.0	0.0%
New Jersey		
Vocational/Practical Certificate – Nursing	39	4.9%
Diploma – Nursing	200	25.2%
ADN	233	29.3%
BSN	300	37.7%
MSN	23	2.9%
Doctoral degree – nursing (DNP)	--	--
Doctoral degree – nursing (PhD)	--	--
Doctoral degree – nursing other	--	--

*New Jersey figures are adjusted to eliminate respondents who did not provide data. (Budden et al., 2016, p. S24-S25)

(Table 9S) shows the highest level of education achieved by nurse respondents at the time of the survey. A greater percentage of nurses nationwide have Associate's degrees (26.6%) than in New Jersey (20.0%). However, a greater percentage of nurses in New Jersey have Master's degrees (23.9)% than nationwide (18.5%).

Table 9S: Highest Level of Education

National	n = 44,586.2	Percentage
Vocational/Practical Certificate – Nursing	--	--
Diploma – Nursing	3551.3	8.0%
ADN	11608.8	26.0%
Associate's degree – other field	247.0	0.6%
BSN	16762.5	37.6%
Baccalaureate degree – other field	3143.3	7.1%
MSN	6085	13.6%
Master's degree – other field	2199.7	4.9%
Doctoral degree – nursing (DNP)	340.2	0.8%
Doctoral degree – nursing (PhD)	239.1	0.5%
Doctoral degree – nursing other	39.0	0.1%
Doctoral degree – other field	370.3	0.8%
New Jersey		
Vocational/Practical Certificate – Nursing	--	--
Diploma – Nursing	81	10.4%
ADN	156	19.9%
Associate's degree – other field	1	0.1%
BSN	286	36.6%
Baccalaureate degree – other field	55	7.0%
MSN	130	16.6%
Master's degree – other field	57	7.3%
Doctoral degree – nursing (DNP)	9	1.2%
Doctoral degree – nursing (PhD)	5	0.6%
Doctoral degree – nursing other	1	0.1%
Doctoral degree – other field	1	0.1%

*New Jersey figures are adjusted to eliminate respondents who did not provide data. (Budden et al., 2016, p. S24)

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APPENDIX A. WORKFORCE SURVEY QUESTIONS

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 Alaskan 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?
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?
13. What type of license do you currently hold?
14. What is the status of the license that you currently hold?
15. Are you currently licensed/certified as a...
 - ☐ Nurse Practitioner
 - ☐ Clinical Nurse Specialist
 - ☐ Certified Registered Nurse Anesthetist
 - ☐ Certified Nurse Midwife
 - ☐ Forensic Nurse – Certified
 - ☐ 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

APPENDIX A. WORKFORCE SURVEY QUESTIONS

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:
27. Please list all states in which you are currently practicing:
28. In what country did you receive your entry-level education?