

Chapter 2

Workforce Supply Data

The data for this chapter were acquired from the 2021 and 2022 New Jersey Board of Nursing (NJBON) Nursys® license renewal surveys. Nurses renew their licenses every two years, so this two-year reporting period is representative of New Jersey’s entire nursing workforce. Data are only reported if there were sufficient responses to be representative of the response pool. Percentage calculations are based on the total number of respondents to the specific survey question, not the total number of nurses in the workforce. The data in this chapter are inclusive of **active** and **inactive** licenses (see **Table 2.1**).

Registered Nurse (RN) Profile

In the 2021-2022 survey period, 113,719 RNs responded out of New Jersey’s 173,153 licensed RNs. Of those 173,153 licensed RNs, 141,079 were active while 32,074 were inactive. RN respondents account for 66% of the RN workforce in New Jersey. Respondents may have skipped questions, causing data in some tables and figures to add up to less than 113,719.

License Status

According to **Table 2.1**, 95% of 113,719 RN respondents have an active RN license, which renders them eligible to practice as a RN in New Jersey.

Table 2.1: RN License Status

	N=113,719	%
Active	107,786	95
Inactive	5,933	5

Table 2.2 describes the method by which 113,719 RN respondents attained their licensure. Those who attained their licensure via exam (67%) have graduated from an approved school of nursing and taken the NCLEX-RN examination in New Jersey. Those who attained their license via endorsement (32%) have first been licensed in another state.

Table 2.2: Basis for RN Licensure

	N=113,719	%
Exam	76,374	67
Endorsement	36,574	32
Missing/No Data	771	<1

Demographics

Table 2.3 shows the demographic characteristics of 113,719 RN respondents. RN respondents are primarily female (91%), White (60%), and between 46-65 years of age (45%). The mean age of the RN respondents is 49.

Table 2.3: RN Demographic Characteristics

Gender	N=113,719	%
Female	103,206	91
Male	10,503	9
Missing/No Data	10	0
Race/Ethnicity		
White	68,026	60
Asian	15,917	14
Black/African American	10,887	10
Hispanic/Latino	6,615	6
Pacific Islander	751	<1
American Indian	122	<1
Other	3,639	3
Missing/No Data	7,762	7
Age		
19-25	2,581	2
26-35	22,039	19
36-45	20,743	18
46-55	23,525	21
56-65	27,529	24
66-75	14,975	13
76-85	2,174	2
86+	151	<1
Missing/No Data	2	<1

Education

Table 2.4 describes the highest degree of nursing education held by 99,259 respondents. The National Academy of Medicine (formerly the Institute of Medicine) recommended that 80% of nurses be prepared at the baccalaureate or higher level by 2020. Of the 99,259 RN respondents, excluding those who did not provide data (missing/invalid), 70% have a Baccalaureate or higher degree in nursing, and 30% have a Diploma or an Associate’s Degree in nursing.

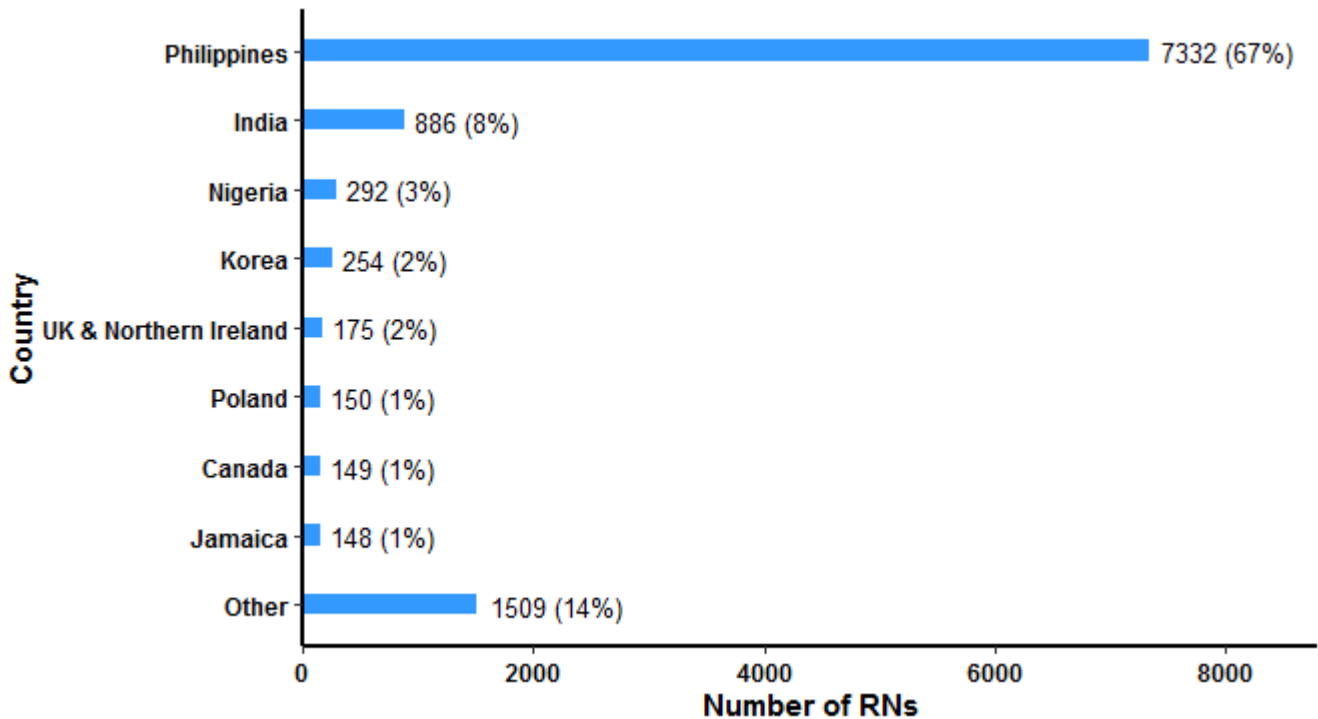
Table 2.4: RN Highest Level of Education*

	N=99,259	%
Diploma in Nursing	4,712	5
Associate’s Degree in Nursing	25,107	25
Baccalaureate Degree in Nursing	58,762	59
Master’s Degree in Nursing	9,577	10
DNP, PhD, or Other Doctoral Degree in Nursing	1,101	1

*The 14,460 missing/invalid data are excluded.

RN respondents were asked to report the country in which they received their entry-level nursing education. Of the 99,835 RN respondents, 88,940 were from the United States. Of the remaining 10,895 respondents, the Philippines (67%) were the most common source of entry-level nursing education outside of the United States. **Figure 2.1** describes the 10,895 RN respondents who received their entry-level nursing education **outside** of the United States.

Figure 2.1: Country of RN Entry-level Nursing Education **Outside of the United States**



*The 13,884 missing data are excluded.

Employment Characteristics

Table 2.5 describes there were 99,957 RN respondents who reported their employment status. The table shows that 74% respondents were employed in nursing full-time, and 9% were employed in nursing part-time. “Employed in nursing” is defined as being employed in a position that requires an RN license.

Table 2.5: RN Employment Status*

	N=99,957	%
Employed in nursing full-time	73,863	74
Employed in nursing part-time	8,989	9
Retired	5,586	6
Employed in nursing per diem	5,320	5
Unemployed, seeking work in nursing	3,082	3
Employed in a field other than nursing	2,435	2
Volunteering (only) in nursing	682	<1

*The 13,762 missing data are excluded.

RN respondents were asked to report the number of positions that they were employed as a nurse during that time period. **Table 2.6** shows that 17% of 91,026 RN respondents held multiple nurse positions.

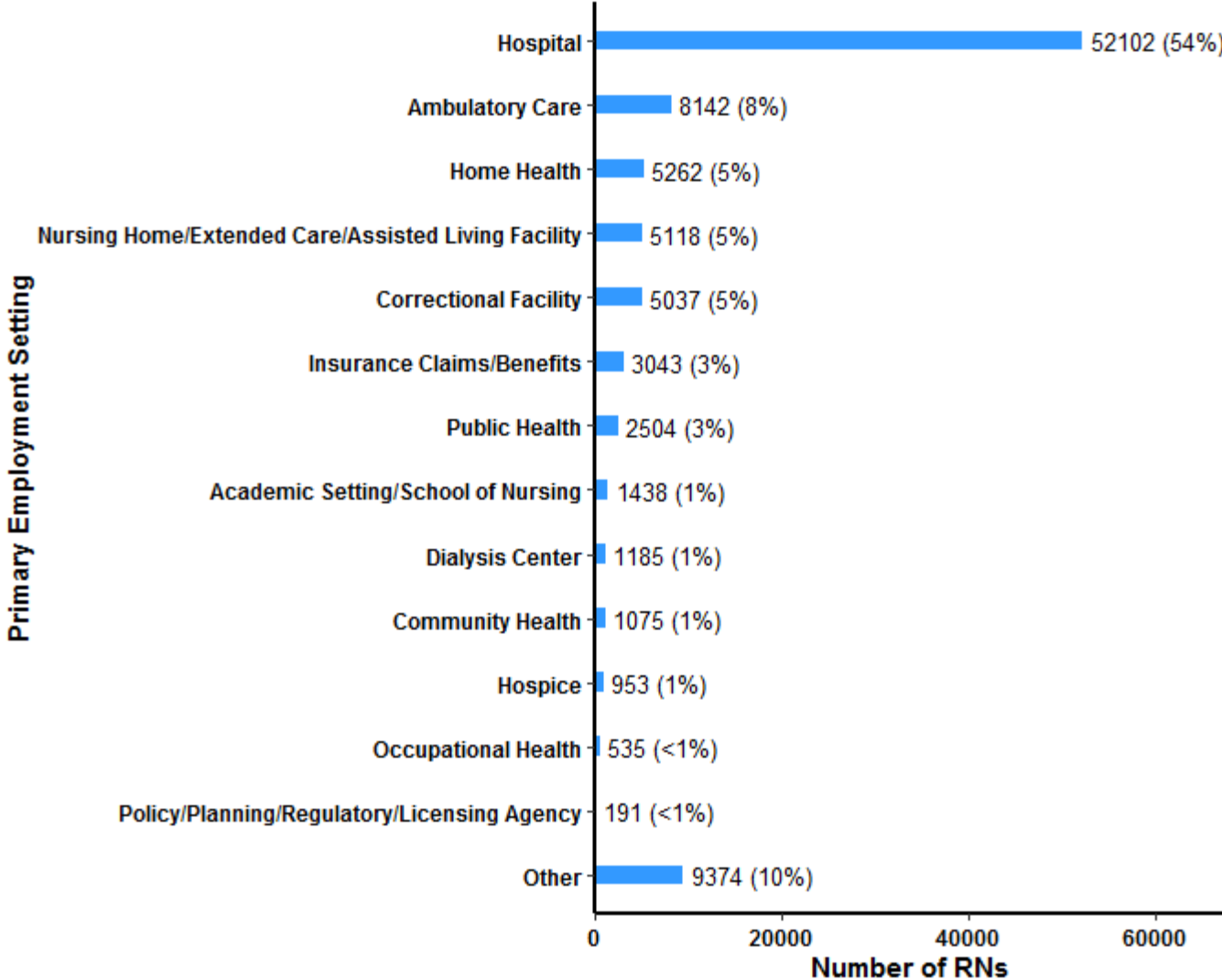
Table 2.6: Number of Nurse Positions Held by RNs*

	N=91,026	%
1 position	76,232	84
2 positions	13,378	15
3 positions	1,416	2

*The 22,693 missing data are excluded.

Figure 2.2 depicts the primary employment setting of 95,959 RN respondents. The figure shows 54% of the respondents reported the hospital as their primary employment setting.

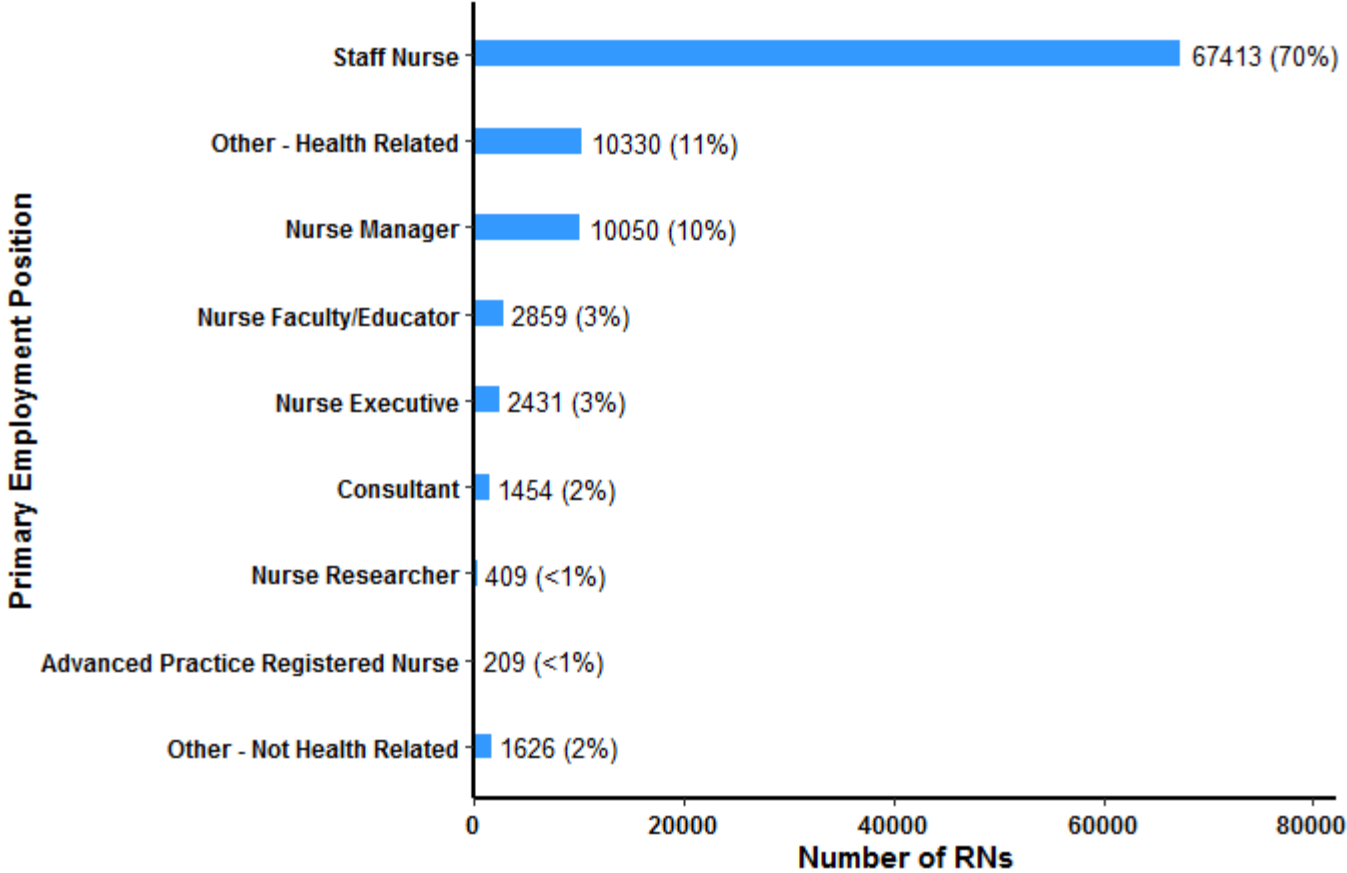
Figure 2.2: RN Primary Employment Setting*



*The 17,760 missing data are excluded.

Figure 2.3 depicts the primary employment position of 96,781 RN respondents. The figure shows 70% of the respondents reported that their primary employment position was as a staff nurse.

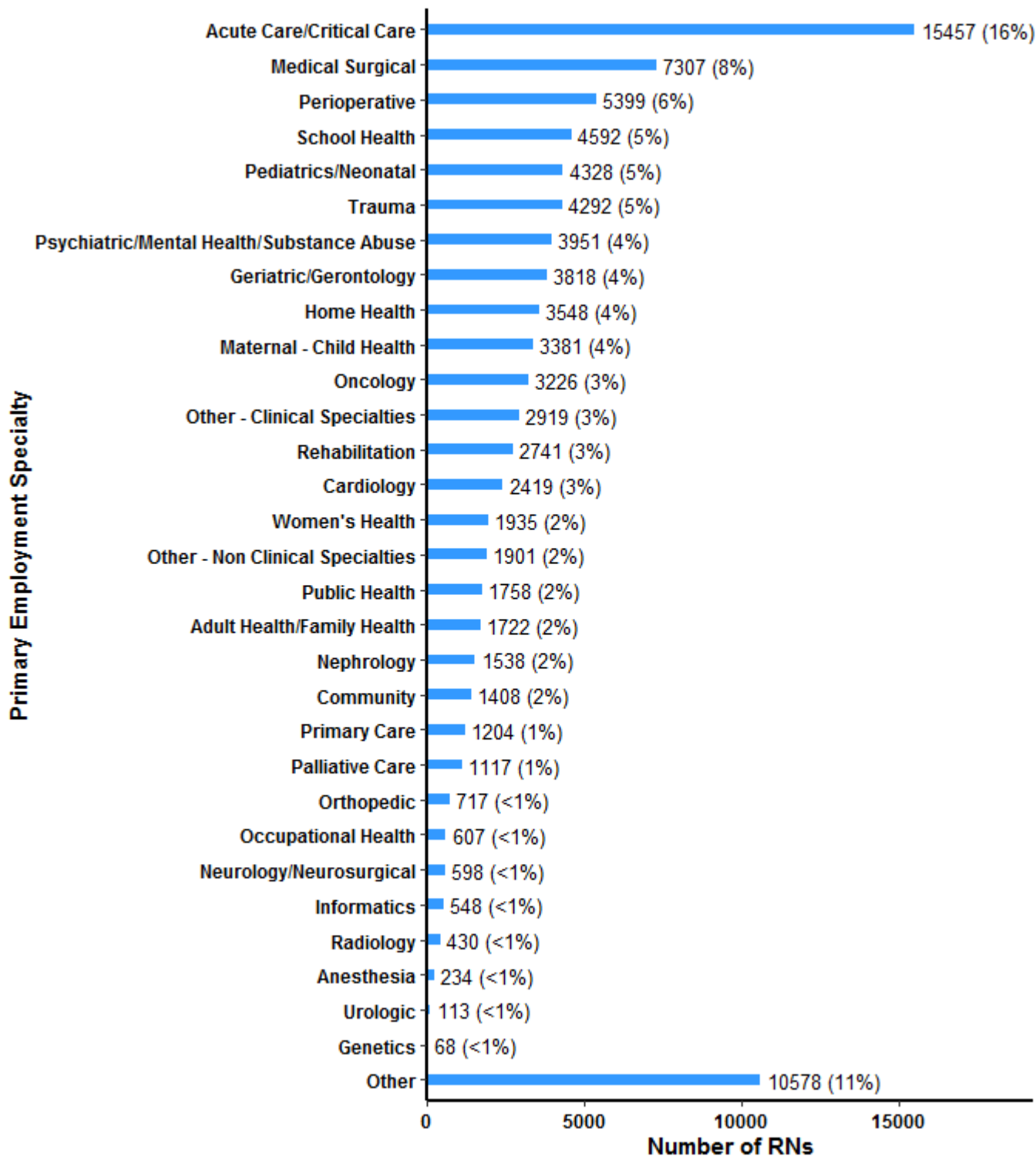
Figure 2.3: RN Primary Employment Position*



*The 16,938 missing data are excluded.

Figure 2.4 depicts the primary employment position specialty of 93,854 RN respondents. The figure shows 16% of the respondents classified their primary employment specialty as acute care/critical care.

Figure 2.4: RN Primary Employment Position Specialty*

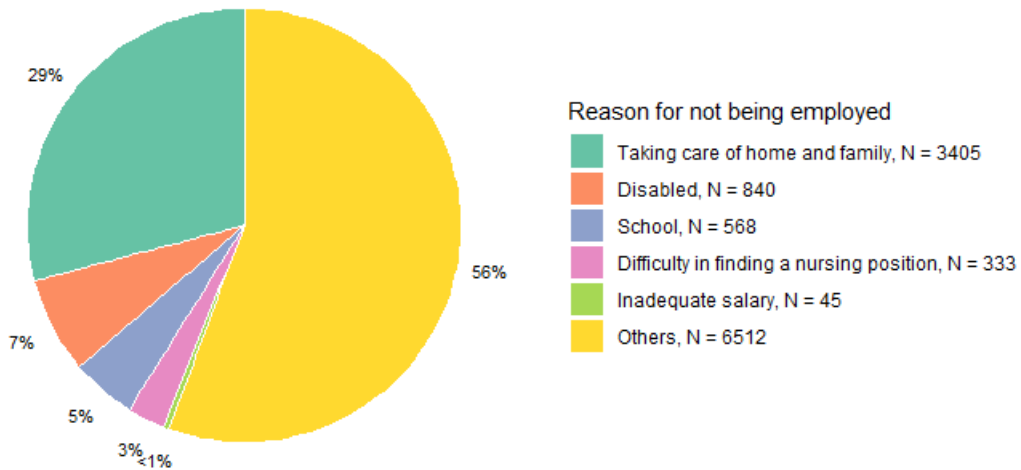


*The 19,865 missing data are excluded.

Unemployment

Figure 2.5 shows that there were 11,703 RNs who reported a reason for not being employed. Of those, 29% identified “taking care of home and family” as their primary reason.

Figure 2.5: RN Reason for Not Being Employed



Retirement

NJCCN asked survey participants about their intention to retire within two years, prior to the next license renewal. In response, 6% of RN respondents indicated a plan to retire within this timeframe (not inclusive of missing data).

Table 2.7 identifies RN respondents who declared an intent to retire by age bracket. Of nurses who are 66-75 years old, 27% intend to retire; of nurses who are 76-85 year old, 28% intend to retire. The number of RN respondents in each age bracket is different from the numbers in Table 2.3 because Table 2.7 only includes RNs who reported their age (18 or greater) and their intent to retire.

Table 2.7: RN Intent to Retire according to Age

Age	RN Respondents N=89,002	Intent to Retire N=4,986	*%
19-25	1,159	32	3
26-35	16,199	171	1
36-45	16,445	95	<1
46-55	19,466	125	<1
56-65	23,060	1,143	5
66-75	11,282	3,019	27
76-85	1,322	376	28
86+	69	25	36

*Percentages are calculated as intent to retire over the number of RN respondents.

Advanced Practice Nurse (APN) Profile

Advanced Practice Nurses are RNs with advanced degrees and specialty certification approved by a national certifying agency. NJCCN added a question to the Nursys® survey that inquired about respondent specialties (CRNA/CNS/CNM/NP). RNs who indicated one of these specialties were identified as APNs.

In the 2021-2022 survey period, 13,119 APNs responded out of New Jersey’s 16,598 licensed APNs. Of those 16,598 licensed APNs, 13,581 were active while 3,017 were inactive. APN respondents accounted for 79% of the APN workforce in New Jersey. Respondents may have skipped questions, causing data in some tables and figures to add up to less than 13,119.

License Status

According to **Table 2.8**, 97% of 13,119 APN respondents are active APNs.

Table 2.8: APN License Status

	N=13,119	%
Active	12,775	97
Not Active	344	3

APN survey respondents were identified by their indication of one or more certifications. An APN may have multiple certifications; for example, a Nurse Practitioner may also be a Clinical Nurse Specialist. **Table 2.9** shows the specialty of 13,119 APN respondents. Note: since an APN may have more than one specialty, the total number in the table is greater than the number of APN respondents.

Table 2.9: APN Specialty

Nurse Practitioner (NP)	10,829
Certified Registered Nurse Anesthetist (CRNA)	1,367
Clinical Nurse Specialist (CNS)	767
Certified Nurse Midwife (CNM)	368

Demographics

Table 2.10 shows the demographic characteristics of 13,119 APN respondents. APN respondents are primarily female (90%), White (61%), and between 36-55 years of age (50%). The mean age of APN respondents is 48.

Table 2.10: APN Demographic Characteristics

Gender	N=13,119	%
Female	11,773	90
Male	1,344	10
Missing/No Data	2	<1
Race/Ethnicity		
White	8,062	61
Asian	1,628	12
Black/African American	1,527	12
Hispanic/Latino	646	5
Pacific Islander	71	<1
American Indian	18	<1
Other	500	4
Missing/No Data	667	5
Age		
19-25	5	<1
26-35	2,405	18
36-45	3,588	27
46-55	3,059	23
56-65	2,655	20
66-75	1,239	9
76-85	164	1
86+	4	<1
Missing/No Data	0	0

Education

Table 2.11 describes the highest degree of nursing education held by 12,118 APN respondents. Of those, 86% have a Master's Degree and 12% have a DNP.

Table 2.11: APN Highest Level of Nursing Education*

	N=12,118	%
Master's Degree in Nursing	10,361	86
Doctor of Nursing Practice	1,502	12
PhD	166	1
Other Doctoral Degree in Nursing	89	<1

*The 1,001 missing/invalid data are excluded.

Employment Characteristics

Table 2.12 shows that there were 12,025 APN respondents who reported their employment status. The table shows that 82% of the respondents were employed in nursing full-time, and 9% were employed in nursing part-time. “Employed in nursing” is defined as being employed as a nurse and in a position that requires an APN credential.

Table 2.12: APN Employment Status*

	N=12,025	%
Employed in nursing full-time	9,845	82
Employed in nursing part-time	1,142	9
Employed in nursing per diem	432	4
Unemployed, seeking work in nursing	216	2
Retired	212	2
Employed in a field other than Nursing	127	1
Volunteering (only) in nursing	51	<1

*The 1,094 missing data are excluded.

APN respondents were asked to report the number of positions that they were employed as a nurse during that time period. **Table 2.13** indicates that 25% of 11,357 APN respondents held multiple nurse positions.

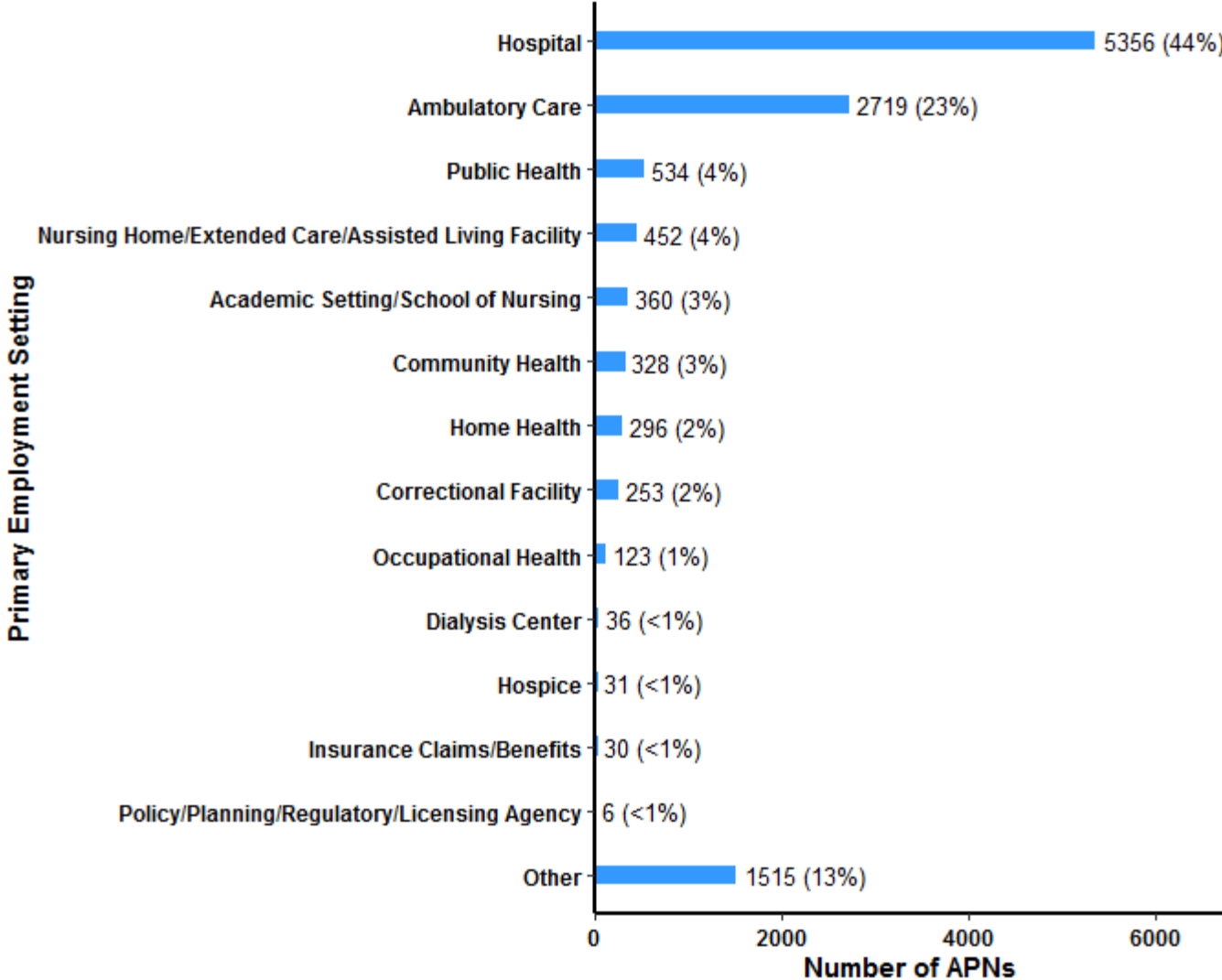
Table 2.13: Number of Nurse Positions Held by APNs*

	N=11,357	%
1 position	8,533	75
2 positions	2,370	21
3 positions	454	4

*The 1,762 missing data are excluded.

Figure 2.6 depicts the primary employment setting of 12,039 APN respondents. The figure shows 44% of the respondents reported the hospital as their primary employment setting.

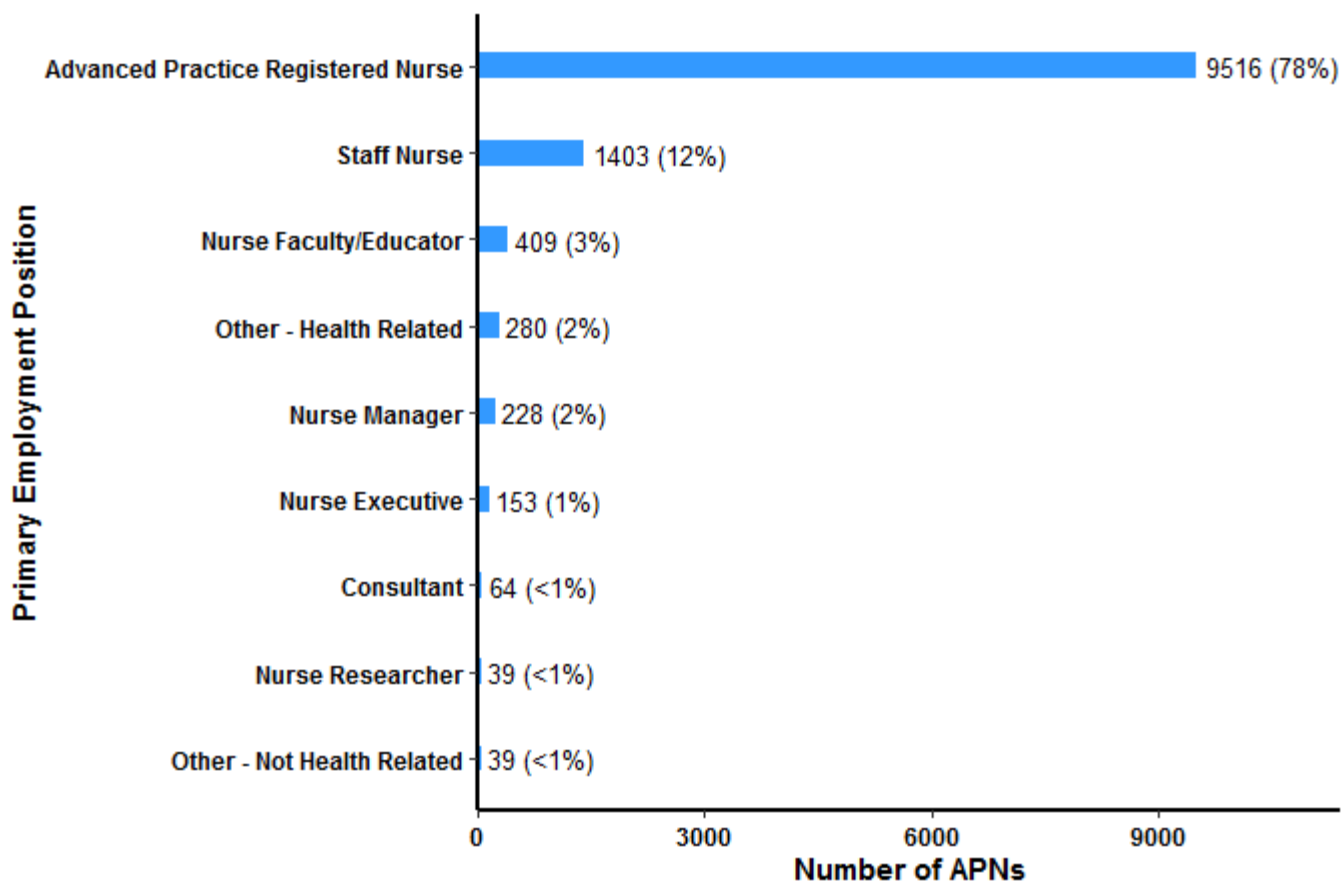
Figure 2.6: APN Primary Employment Setting*



*The 1,080 missing data are excluded.

Figure 2.7 depicts the primary employment position of 12,131 APN respondents. The figure shows 78% of the respondents reported that their primary employment position was as an APN.

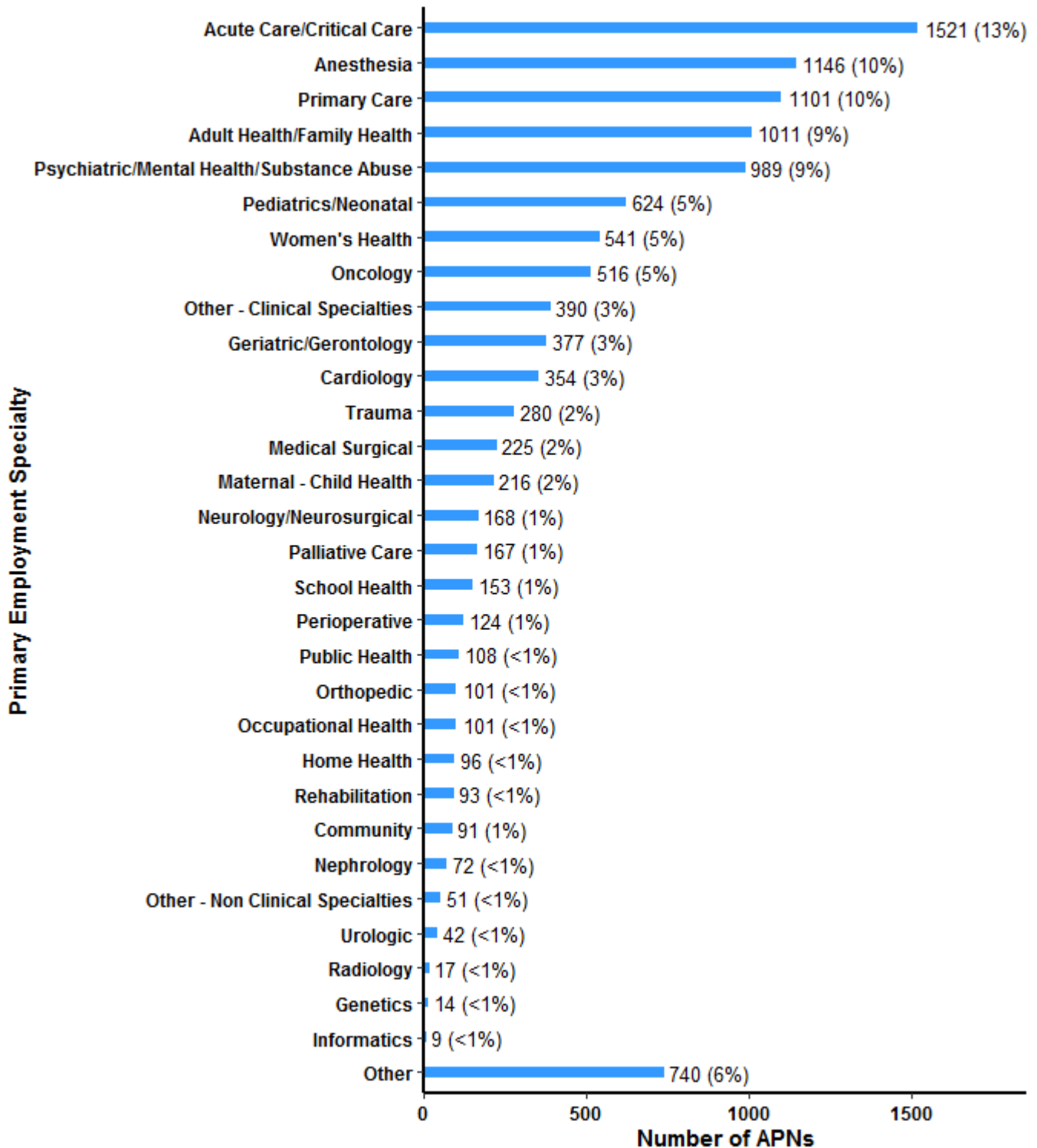
Figure 2.7: APN Primary Employment Position*



*The 988 missing data are excluded.

Figure 2.8 depicts the primary employment position specialty of 11,438 APN respondents. The figure shows 13% of the respondents classified their primary employment specialty as acute care/critical care.

Figure 2.8: APN Primary Employment Position Specialty*



*The 1,681 missing data are excluded.

Nurse Practitioners

The majority of APNs are identified as NPs. In this 2021-2022 survey period, there were 10,829 out of 13,119 APN respondents reported that they have a nurse practitioner certification.

There were 9,369 out of 10,829 NPs reported their NP primary area of focus. **Table 2.14** shows the nurse practitioner specialties of 9,369 NPs.

Table 2.14: Nurse Practitioner specialty*

	N=9,369	%
Family	2,997	32
Adult/Gero Primary	2,457	26
Adult/Gero Acute	1,246	13
Pediatrics	799	9
Psych	782	8
Women's Health	428	5
Other	660	7

*The 1,460 missing data are excluded.

In **Table 2.15**, a total of 2,512 of the 10,829 NPs indicated that they are active in states other than New Jersey.

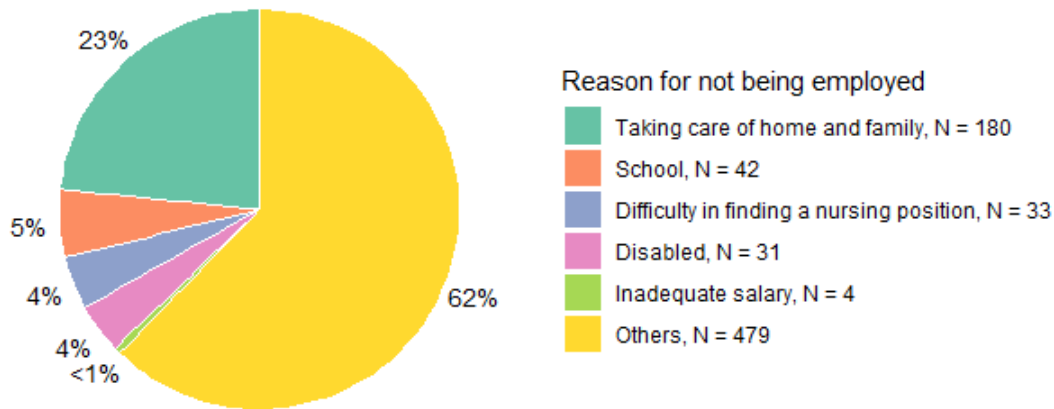
Table 2.15: NPs active in other states

	N=2,512	%
New York	1,038	41
Pennsylvania	977	39
Delaware	65	3
Connecticut	18	<1
Other	383	15
Missing	31	1

Unemployment

Figure 2.9 shows that there were 769 APNs who reported a reason for not being employed. Of those, 23% identified “taking care of home and family” as their primary reason.

Figure 2.9: APN Reason for Not Being Employed



Retirement

NJCCN asked survey participants about their intention to retire within two years, prior to the next license renewal. In response, 3% of APN respondents indicated a plan to retire within this time frame (not inclusive of missing data).

Table 2.16 identifies APN respondents who declared an intent to retire by age bracket. Of nurses who are 66-75 years old, 16% intend to retire; of nurses who are 76-85 year old, 22% intend to retire. The number of APN respondents in each age bracket is different from the numbers in **Table 2.10** because **Table 2.16** only includes APNs who reported their age **and** their intent to retire.

Table 2.16: APN Intent to Retire according to Age

Age	APN Respondents N=11,597	Intent to Retire N=310	%
19-25	2	0	0
26-35	2,062	12	<1
36-45	3,120	14	<1
46-55	2,737	11	<1
56-65	2,427	65	3
66-75	1,112	178	16
76-85	134	30	22
86+	3	0	0

Percentages are calculated as intent to retire over the number of APN respondents.

Licensed Practical Nurse (LPN) Profile

In the 2021-2022 survey period, 21,329 LPNs responded out of New Jersey's 29,328 licensed LPNs. Of those 29,328 licensed LPNs, 23,511 were active while 5,817 were inactive. LPN respondents accounted for 73% of the LPN workforce in New Jersey. Respondents may have skipped questions, causing data in some tables and figures to add up to less than 21,329.

License Status

According to **Table 2.17**, 96% of 21,329 LPN respondents have an active LPN license, which renders them eligible to practice as a LPN in New Jersey.

Table 2.17: LPN License Status

	N=21,329	%
Active	20,539	96
Inactive	790	4

Table 2.18 describes the method by which LPN respondents attained their licensure. Those who attained their licensure via exam (88%) have graduated from an approved school of practical nursing and taken the NCLEX-PN examination in New Jersey. Those who attained their license via endorsement (12%) have first been licensed in another state.

Table 2.18: Basis for LPN Licensure

	N=21,329	%
Exam	18,809	88
Endorsement	2,463	12
Missing/No Data	57	<1

Demographics

Table 2.19 shows the demographic characteristics of 21,329 LPN respondents. LPN respondents are primarily female (90%), over 48% are from diverse racial/ethnic backgrounds, and between 36-65 years of age (70%). The mean age of the LPN respondents is 50.

Table 2.19: LPN Demographic Characteristics

Gender	N=21,329	%
Female	19,122	90
Male	2,207	10
Missing/No Data	0	0
Race/Ethnicity		
White	8,168	38
Black/African American	6,865	32
Hispanic/Latino	1,889	9
Asian	1,387	7
Pacific Islander	103	<1
American Indian	42	<1
Other	1,217	6
Missing/No Data	1,658	8
Age		
19-25	318	1
26-35	3,463	16
36-45	4,939	23
46-55	5,063	24
56-65	4,930	23
66-75	2,327	11
76-85	276	1
86+	13	<1

Employment Characteristics

Table 2.20 shows that there were 17,615 LPN respondents who reported their employment status. The table shows that 73% respondents were employed in nursing full-time, and 9% were employed in nursing part-time. “Employed in nursing” is defined as being employed as a nurse or in a position that requires an LPN license.

Table 2.20: LPN Employment Status*

	N=17,615	%
Employed in nursing full-time	12,922	73
Employed in nursing part-time	1,528	9
Unemployed, seeking work in nursing	938	5
Employed in nursing per diem	891	5
Employed in a field other than Nursing	659	4
Retired	576	3
Volunteering (only) in nursing	101	<1

*The 3,714 missing data are excluded.

LPN respondents were asked to report the number of positions that they were employed as a nurse during that time period. **Table 2.21** indicates that 17% of 15,682 LPN respondents held multiple positions.

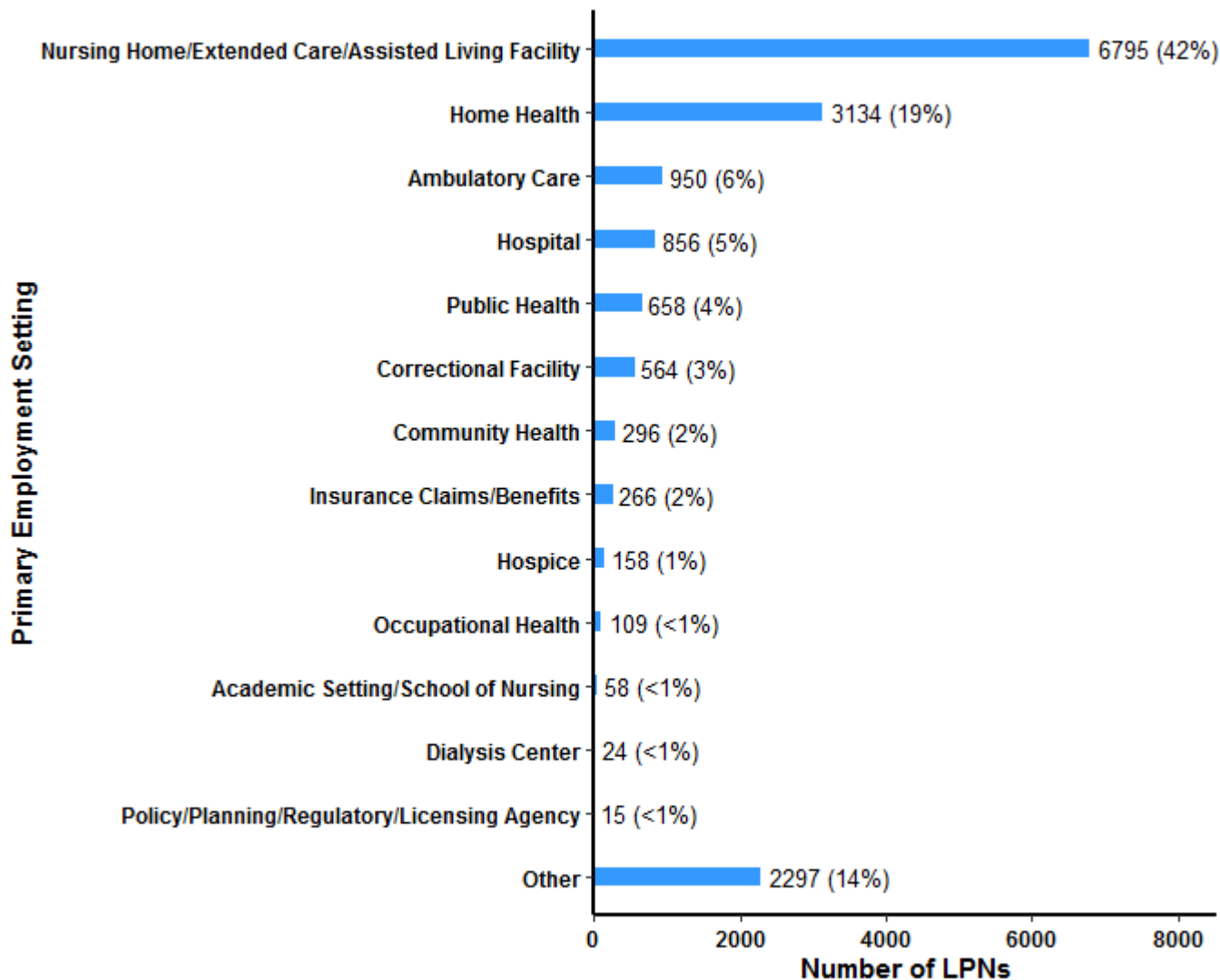
Table 2.21: Number of LPN Positions*

	N=15,682	%
1 position	12,977	83
2 positions	2,482	16
3 positions	223	1

*The 5,647 missing data are excluded.

Figure 2.10 depicts the primary employment setting of 16,180 LPN respondents. The figure shows 42% of the respondents reported a nursing home/extended care/assisted living facility as their primary employment setting.

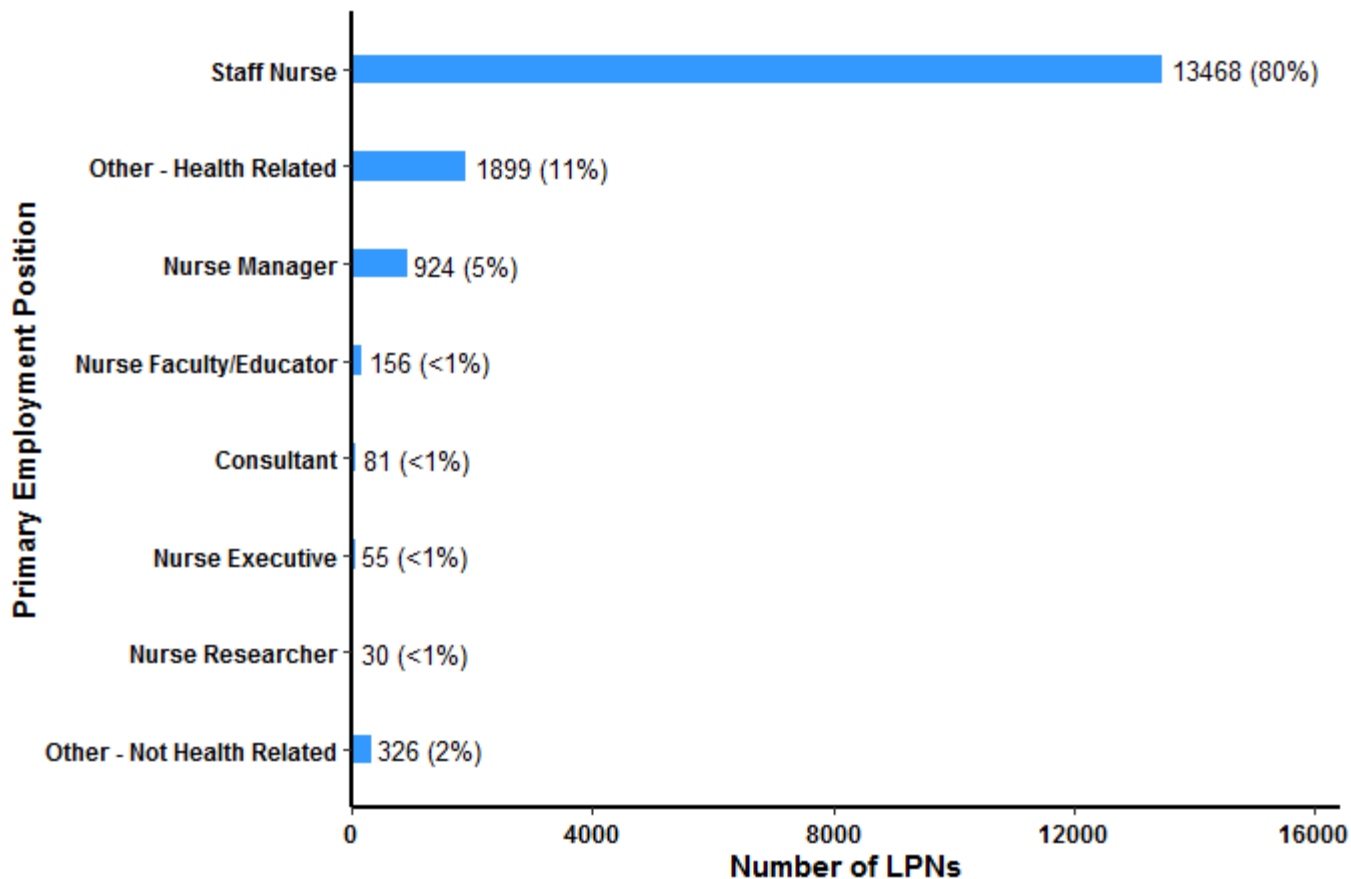
Figure 2.10: LPN Primary Employment Setting*



*The 5,149 missing data are excluded.

Figure 2.11 depicts the primary employment position of 16,939 LPN respondents. The figure shows 80% of the respondents reported their primary employment position was a staff nurse.

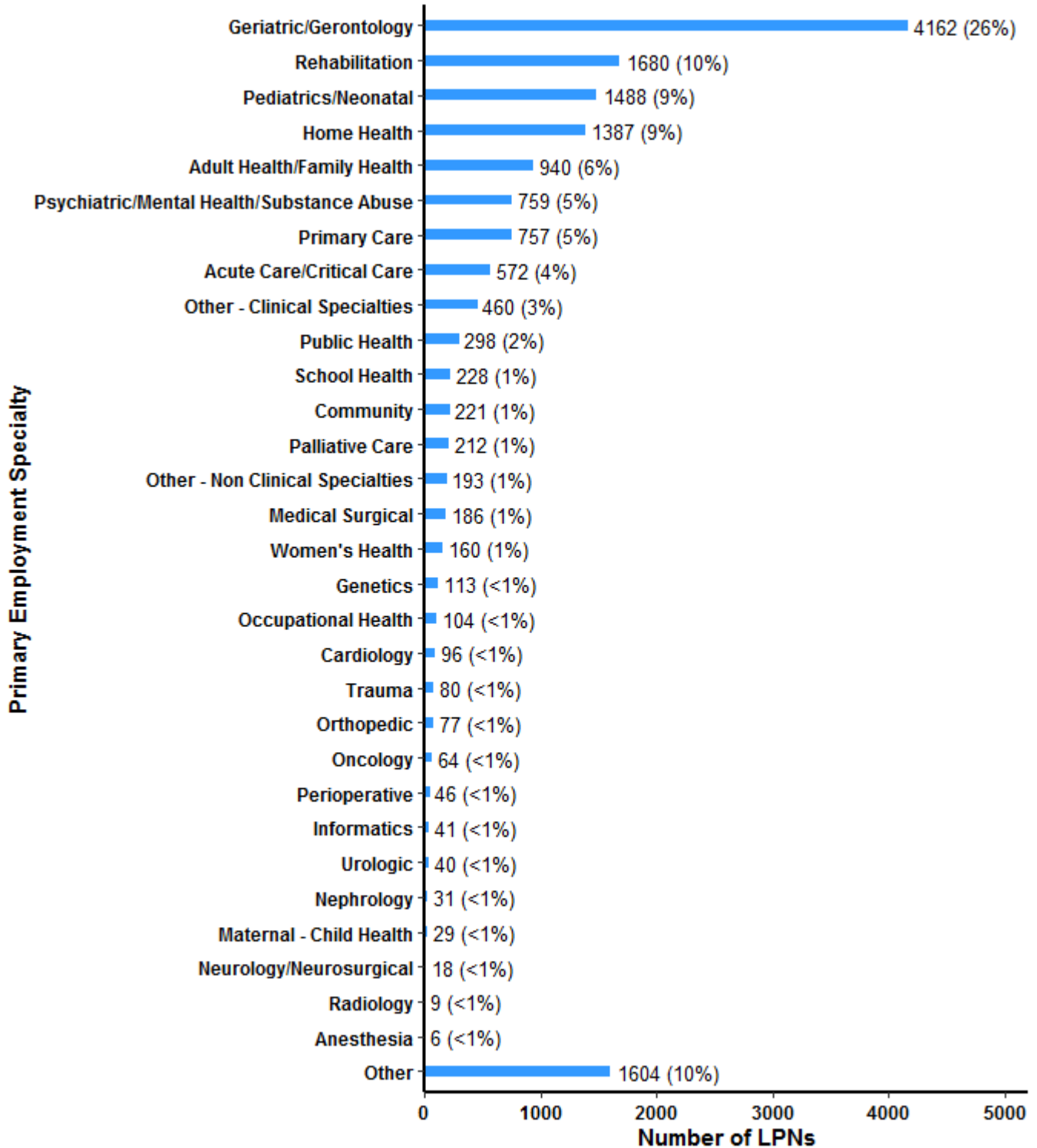
Figure 2.11: LPN Primary Employment Position Description*



*The 4,390 missing/invalid data are excluded.

Figure 2.12 depicts the primary employment position specialty of 16,061 LPN respondents. The figure shows 26% of the respondents classified their primary employment specialty as geriatric/gerontology.

Figure 2.12: LPN Primary Employment Position Specialty*

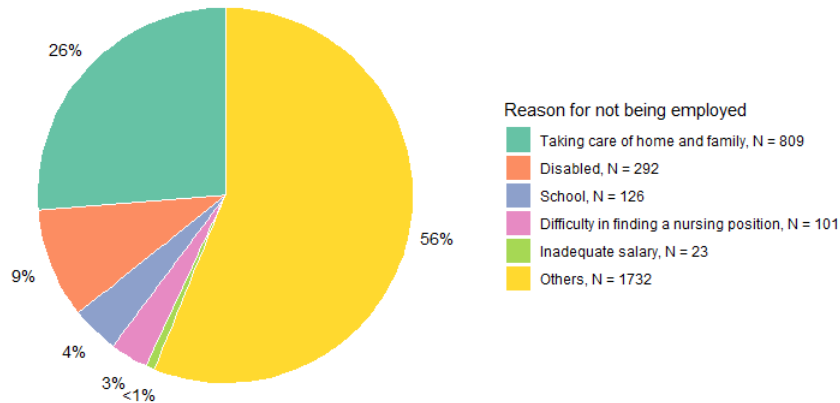


*The 5,268 missing data are excluded.

Unemployment

Figure 2.13 shows that there were 3,083 LPNs who reported a reason for not being employed. Of those, 26% identified “taking care of home and family” as their primary reason.

Figure 2.13: LPN Reason for Not Being Employed



Retirement

NJCCN asked survey participants about their intention to retire within two years, prior to the next license renewal. In response, 4% of LPN respondents indicated a plan to retire within this time frame (not inclusive of missing data).

Table 2.22 identifies LPN respondents who declared an intent to retire by age bracket. Of nurses who are 66-75 years old, 17% intend to retire; of nurses who are 76-85 year old, 21% intend to retire. The number of LPN respondents in each age bracket is different from the numbers in Table 2.19 because Table 2.22 only includes LPNs who reported their age **and** their intent to retire.

Table 2.22: LPN Intent to Retire according to Age

Age	LPN Respondents N=15,488	Intent to Retire N=564	%
19-25	139	4	3
26-35	2,269	34	1
36-45	3,631	41	1
46-55	3,853	38	1
56-65	3,767	124	3
66-75	1,655	286	17
76-85	165	34	21
86+	9	3	33

Percentages are calculated as intent to retire over the number of LPN respondents.

Nurse Licensure Compact*

New Jersey is a member of the Nurse Licensure Compact (NLC), which is an agreement among states that allows nurses to have one license but have the right to practice in any other states partaking in the agreement. Nurses who hold active, unencumbered nursing licenses issued by members of the NLC may practice in NJ. New Jersey licensed nurses may apply for a multistate license with the authority to practice in other Compact states by submitting an application for a License by Upgrade. A multistate Compact license will be issued if you meet the requirements. A single state NJ license may be issued if you do not meet the requirements for a Compact license. In short, a multi-state license allows the nurse to practice in the home state (the nurse's primary state of residence) and all compact states with one license issued by the home state.

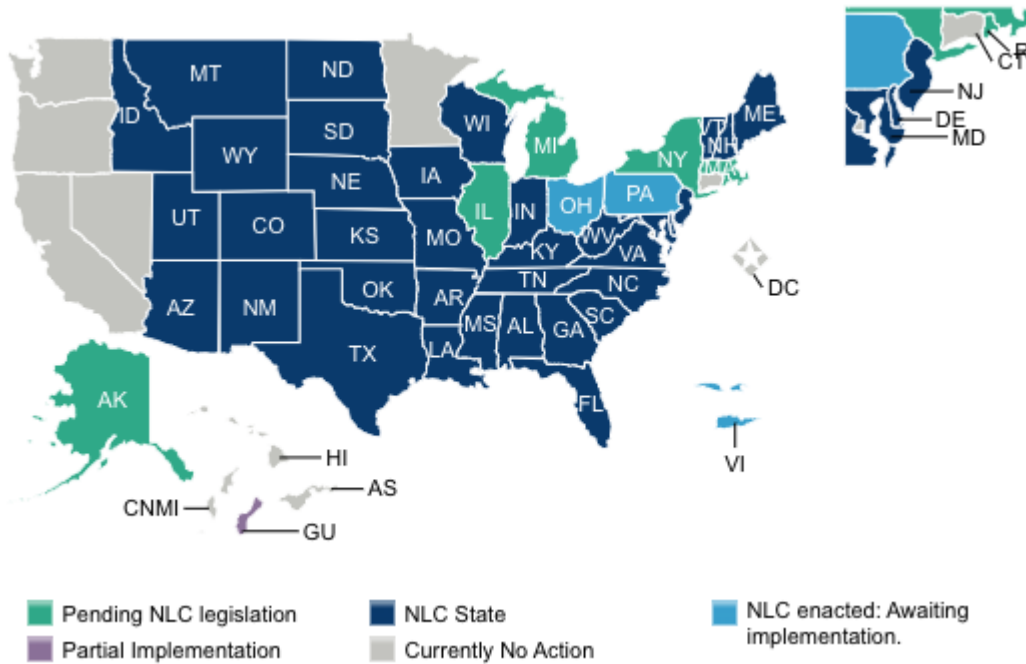
To be eligible for a New Jersey (New Jersey as the home state) issued multistate license, you must:

- Meet the requirements for licensure in New Jersey (state of residency);
- Have graduated from a board-approved education program; or has graduated from an international education program (approved by the authorized accrediting body in the applicable country and verified by an independent credentials review agency);
- Have passed an English proficiency examination (applies to graduates of an international education program not taught in English or if English is not the individual's native language);
- Have passed an NCLEX-RN® or NCLEX-PN® Examination or predecessor exam;
- Be eligible for or holds an active, unencumbered license (i.e., without active discipline);
- Have submitted to state and federal fingerprint-based criminal background checks;
- Have not been convicted or found guilty, or has entered into an agreed disposition, of a felony offense under applicable state or federal criminal law;
- Have no misdemeanor convictions related to the practice of nursing (determined on a case-by-case basis);
- Not currently a participant in an alternative program;
- Be required to self-disclose current participation in an alternative program; and
- Have a valid United States Social Security number.

*Above information was obtained from NJBON (2022) Nurse Licensure Compact
Please visit: <https://www.njconsumeraffairs.gov/nur/Pages/Nurse-Licensure.aspx>

Figure 2.14 shows the map of 39 states which have enacted the Nurse Licensure Compact.*

Figure 2.14: NLC Map



*This figure was obtained from National Council of State Boards of Nursing (NCSBN) website. Please visit: <https://www.ncsbn.org/compacts/nurse-licensure-compact.page>

Table 2.23 shows the state license status and primary state of residency of 10,321 LPN, 56,213 RN, and 6,890 APN respondents. Note: This new question was first added to the 2022 survey, so we only have 2022 data.

Table 2.23: State license status and primary state of residency of LPN, RN, APN respondents

State license status and residency	LPN N=10,321	RN N=56,213	APN N=6,890
(1) Single state, declared residency	9,650 (93%)	47,636 (85%)	5,160 (75%)
(2) Single state, didn't declare residency	615 (6%)	7,810 (14%)	1,693 (25%)
(3) Multi-state compact license	56 (<1%)	767 (1%)	37 (<1%)

See below to find explanation of categories (1), (2), and (3).

Definition of (1), (2), and (3):

- (1) Those who hold a single state license and declared NJ as their primary state of residency.
- (2) Those who hold a single state license and did not declare NJ as their primary state of residency - they are looking for a primary license in a non-compact state.
- (3) Those who hold a multi-state compact license. Note: APNs have to apply as an RN in NJ for multi-state licensure.