

# Chapter 3

## Workforce Demand Data

This year, NJCCN used data mined from Lightcast™ to determine demand for nurses in the State of New Jersey. All tables and figures in this chapter are attributed to Lightcast™. The O\*Net-SOC taxonomy was used to standardize the occupation-specific indicators. The job advertisements were reviewed to eliminate any per diem positions, temporary positions, staffing agencies, and postings that had job openings outside of New Jersey. Turnover rate gives context for how often employees in a given occupation are moving to different employers. Turnover rate is calculated by comparing total separations to total jobs (separations divided by jobs). This table shows high turnover in all 3 occupations which then translates to high demand.

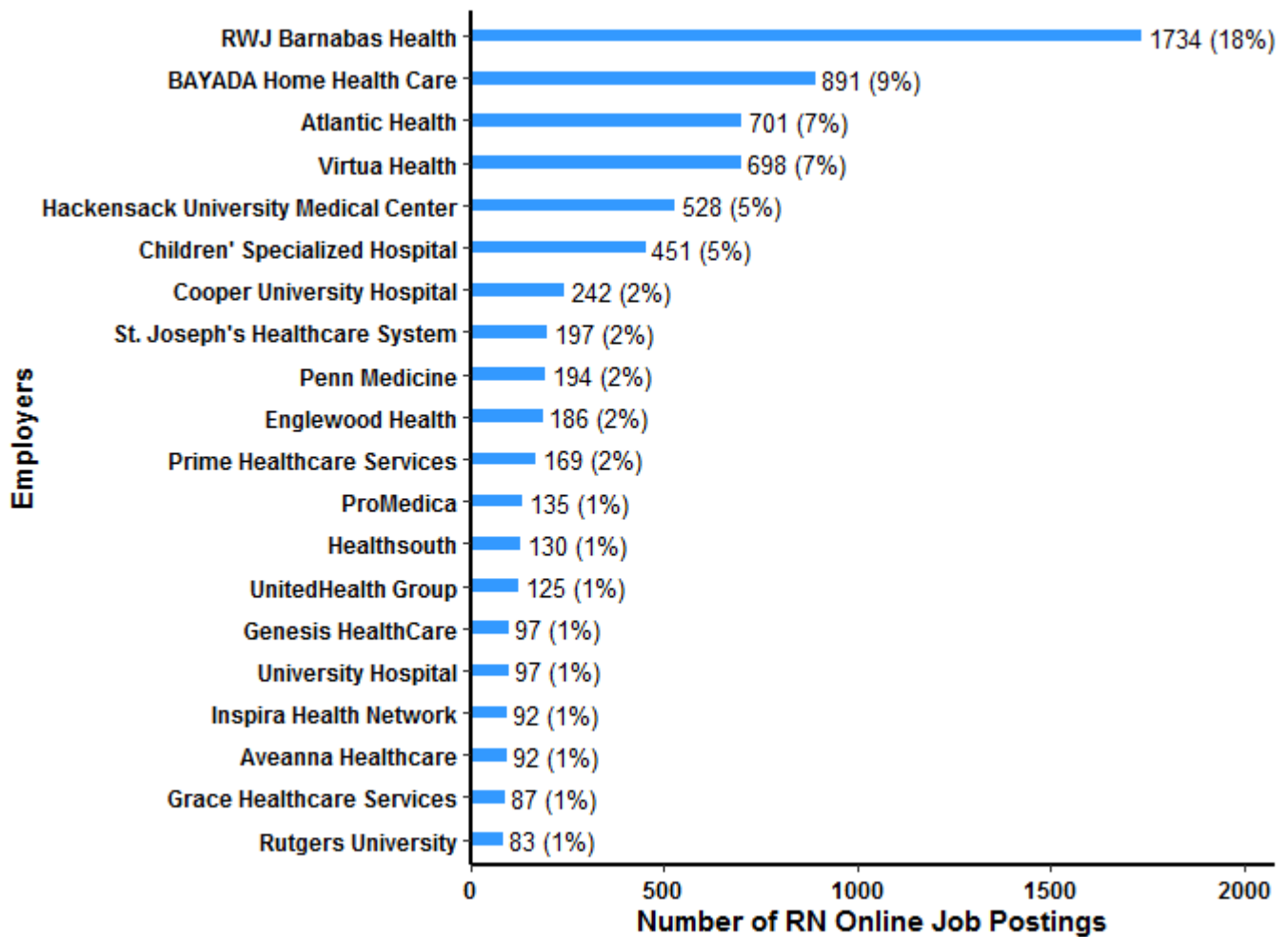
**Table 3.1:** Summary Demand and Requirements Table by Occupation - 2021

Category		Demand and Employment				Salary
SOC Code (ONET-6)	Occupation Title	Number of jobs 2021	Number of jobs 2031	% Change in Employment 2021-2031	Turnover Rate 2021	Mean Salary
29-1141	Registered Nurses	78,633	88,660	13%	24%	81,200
29-2061	Licensed Practical & Licensed Vocational Nurses	17,263	18,883	9%	50%	58,100
29-1171	Nurse Practitioners	6,757	10,348	53%	29%	122,400

# Registered Nurse (RN) Demand Profile

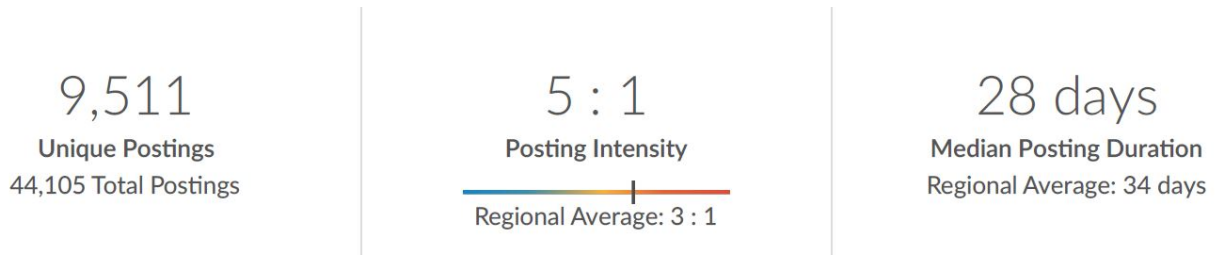
Figure 3.1 shows the top 20 employers who produced the greatest number of online job postings for RNs in 2021. Hospital employers were combined under their healthcare system where applicable. Greater numbers of postings may reflect a high rate of turnover or a high demand for employees. The top 20 employers accounted for 6,929 (61%) of the 11,328 qualified total postings.

Figure 3.1: Top 20 Employers of RNs



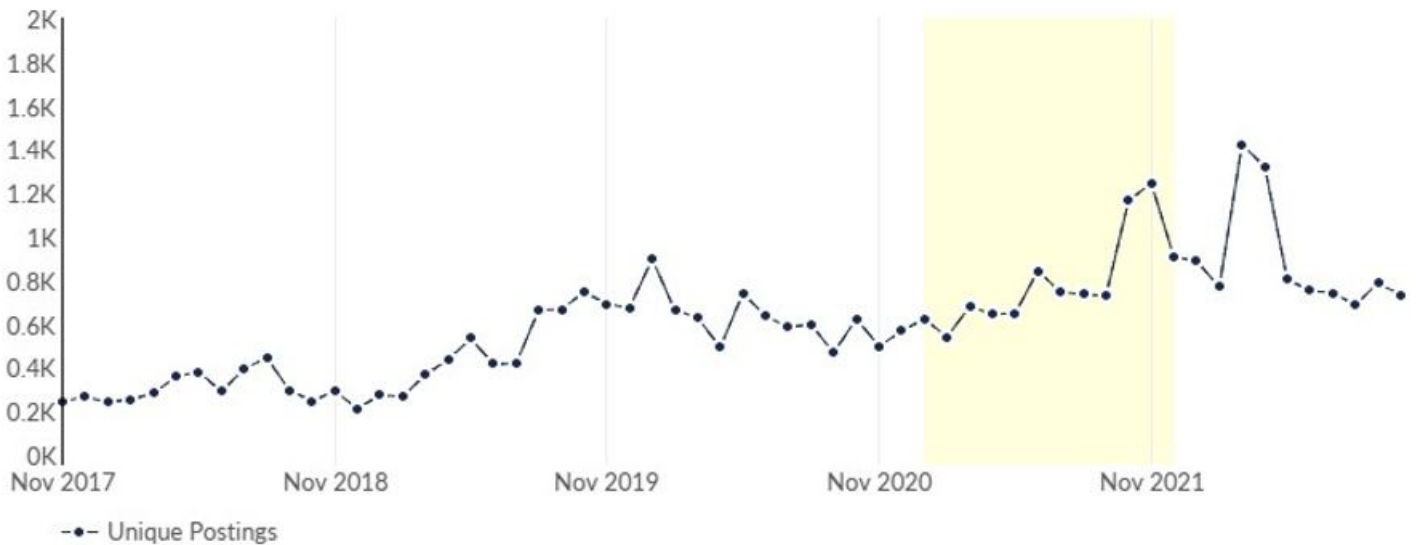
According to **Figure 3.2**, there were 44,105 total postings and 9,511 unique postings. The job posting intensity of 5:1 means that for every 1 unique position, there were 5 postings.

**Figure 3.2: RN Posting Overview**



According to **Figure 3.3**, shows the unique postings from 2017-2022. The section of the table in yellow highlights January 2021-December 2021.

**Figure 3.3: RN Time Series Analysis 2017-2022**



According to **Figure 3.4**, the number of unique postings was highest in March and April of 2022. The 12 month posting trend uses a different time frame to provide the most current posting trend data.

**Figure 3.4:** 12 Month Posting Trend

Month	Unique Postings	Posting Intensity
Oct 2022	733	2 : 1
Sep 2022	788	4 : 1
Aug 2022	688	4 : 1
Jul 2022	742	4 : 1
Jun 2022	753	5 : 1
May 2022	804	4 : 1
Apr 2022	1,323	3 : 1
Mar 2022	1,421	4 : 1
Feb 2022	769	5 : 1
Jan 2022	890	4 : 1
Dec 2021	907	4 : 1
Nov 2021	1,246	4 : 1

Figure 3.5 and Figure 3.6, compare the top RN positions for 2020 and 2021 in most demand. In 2021, Intensive Care Unit postings accounted for 12% of the top 20 postings.

Figure 3.5: Top 20 RN Positions in Demand (2020)

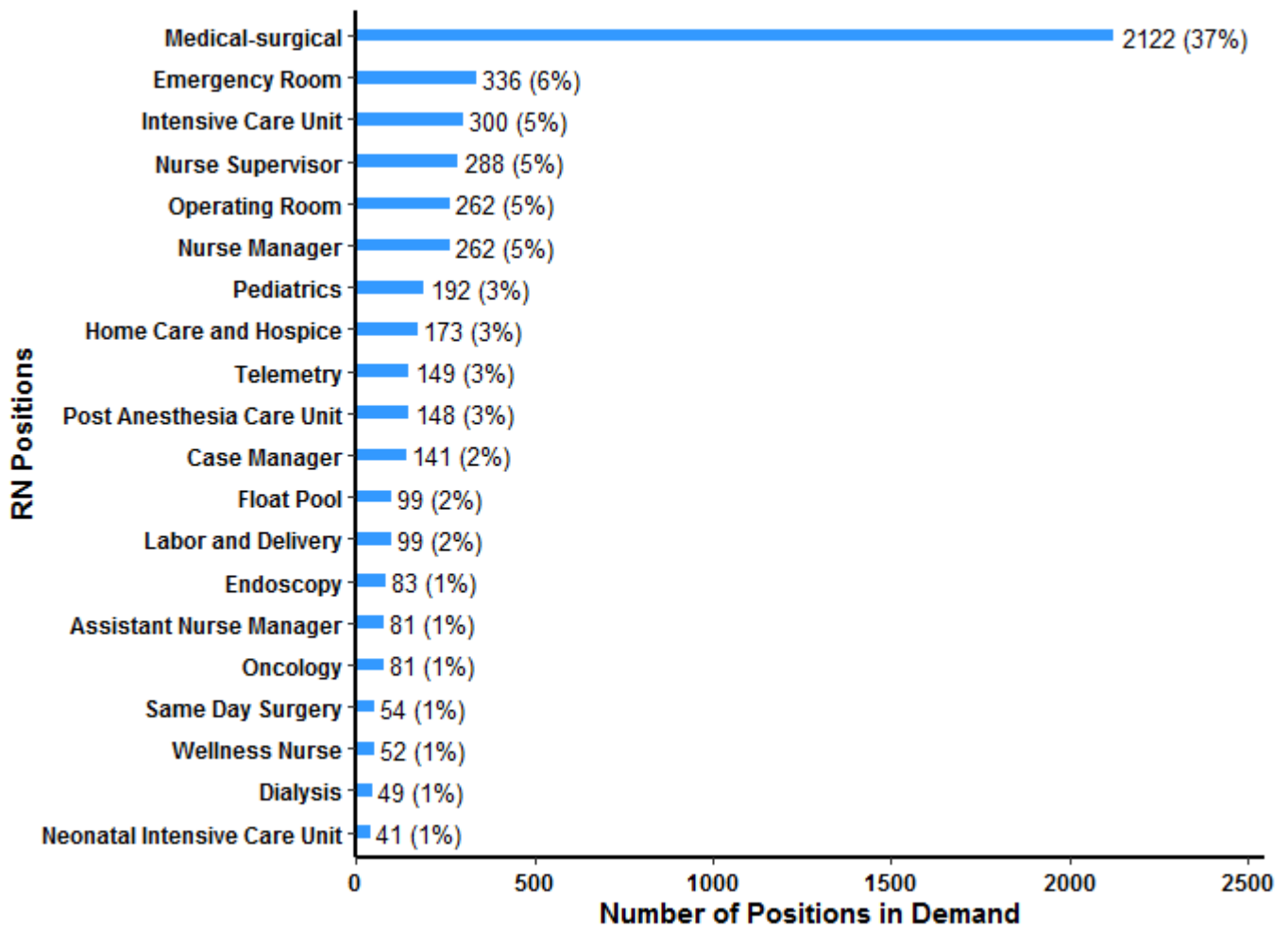
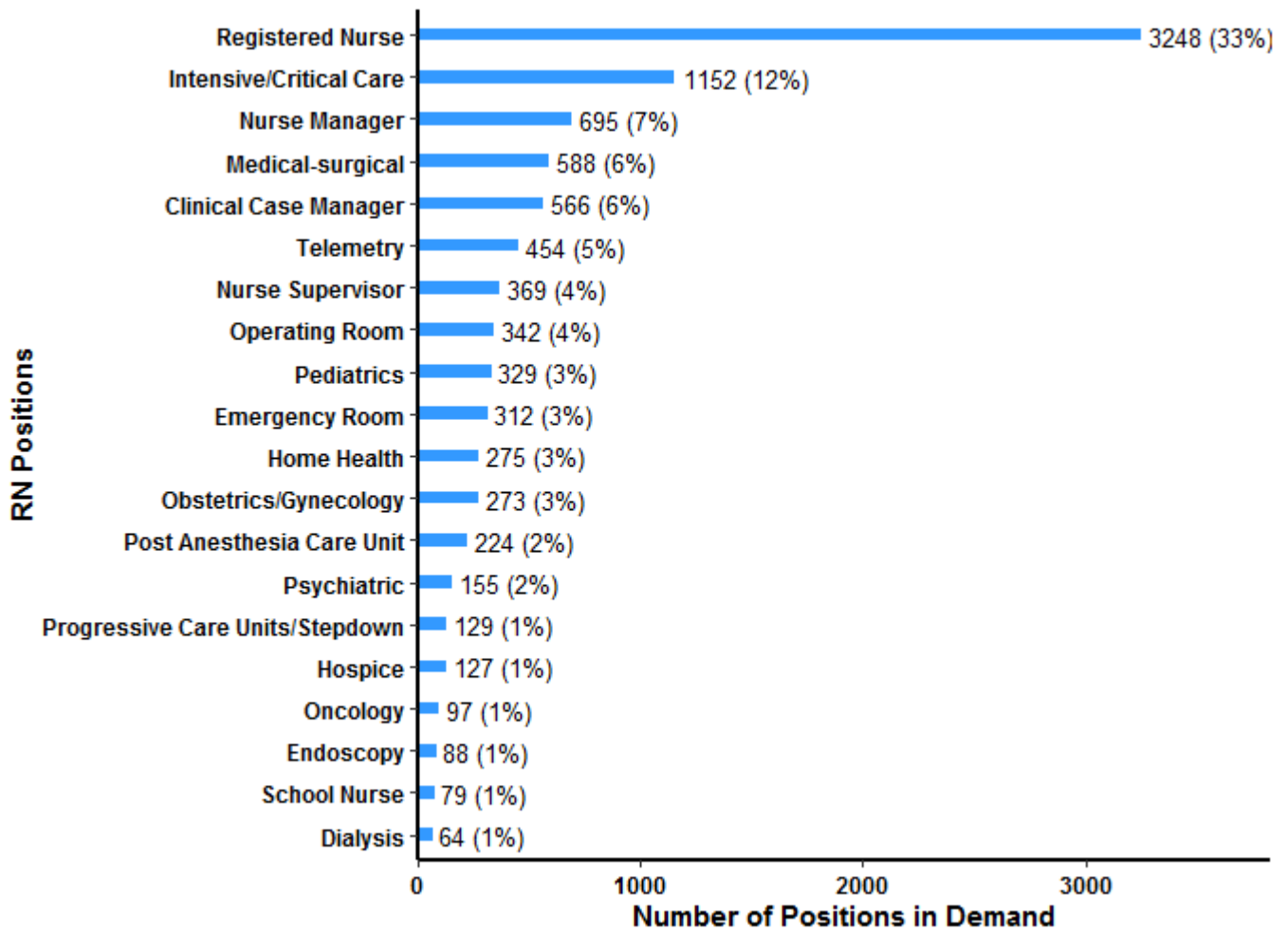


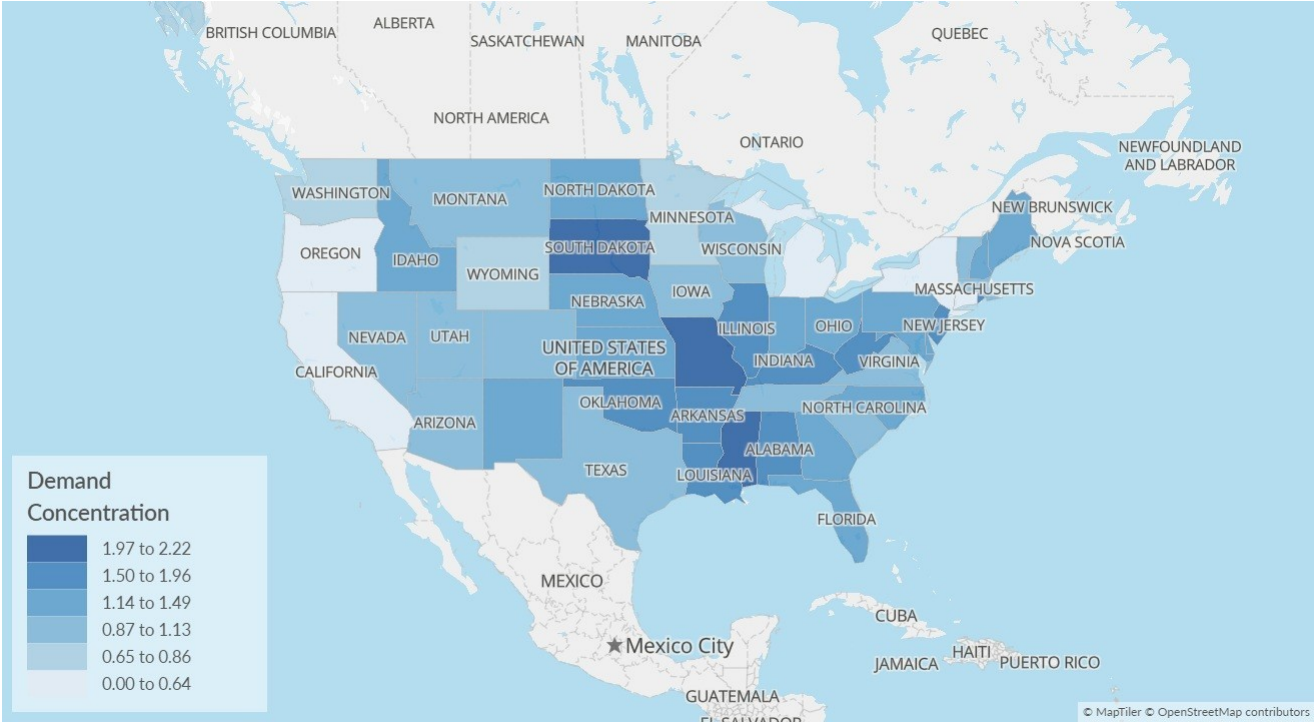
Figure 3.6: Top 20 RN Positions in Demand (2021)



## National Demand Comparison

Figure 3.7 shows the level of demand for RNs across the United States from January 1, 2021 through December 31, 2021. Demand Concentration shows the concentration of job postings in a region relative to the national average. This can be used to determine if job posting concentration is high or low in a region compared to the nation. Demand Concentration is calculated by comparing the share of regional job postings for a search with the share of national job postings for that search.

Figure 3.7: National Demand for RNs



When compared to this rate, **New Jersey has a Demand Concentration of 1.63**. The states with highest demand concentration are Mississippi (2.22), South Dakota (2.21), Missouri (1.97), Louisiana (1.84), and Alabama (1.73). The states with lowest demand concentration are Michigan (0.20), Connecticut (0.27), California (0.29), New York (0.33), and Oregon (0.43).

## Job Postings by County\*

January 1, 2021 - December 31, 2021

There were 9,504 qualified postings available with the current filters applied.

**Table 3.2:** Demand for RNs by NJ County

County	Job Postings	Demand Concentration
Atlantic	129	1.42
Bergen	655	0.95
Burlington	621	1.96
Camden	943	2.63
Cape May	38	1.63
Cumberland	82	1.67
Essex	1,119	2.06
Gloucester	182	1.09
Hudson	650	1.13
Hunterdon	68	1.30
Mercer	436	1.24
Middlesex	782	1.18
Monmouth	524	1.73
Morris	690	1.57
Ocean	792	5.41
Passaic	553	2.09
Salem	47	1.94
Somerset	419	1.28
Sussex	116	3.09
Union	562	1.54
Warren	96	2.78

\*7 unclassified postings

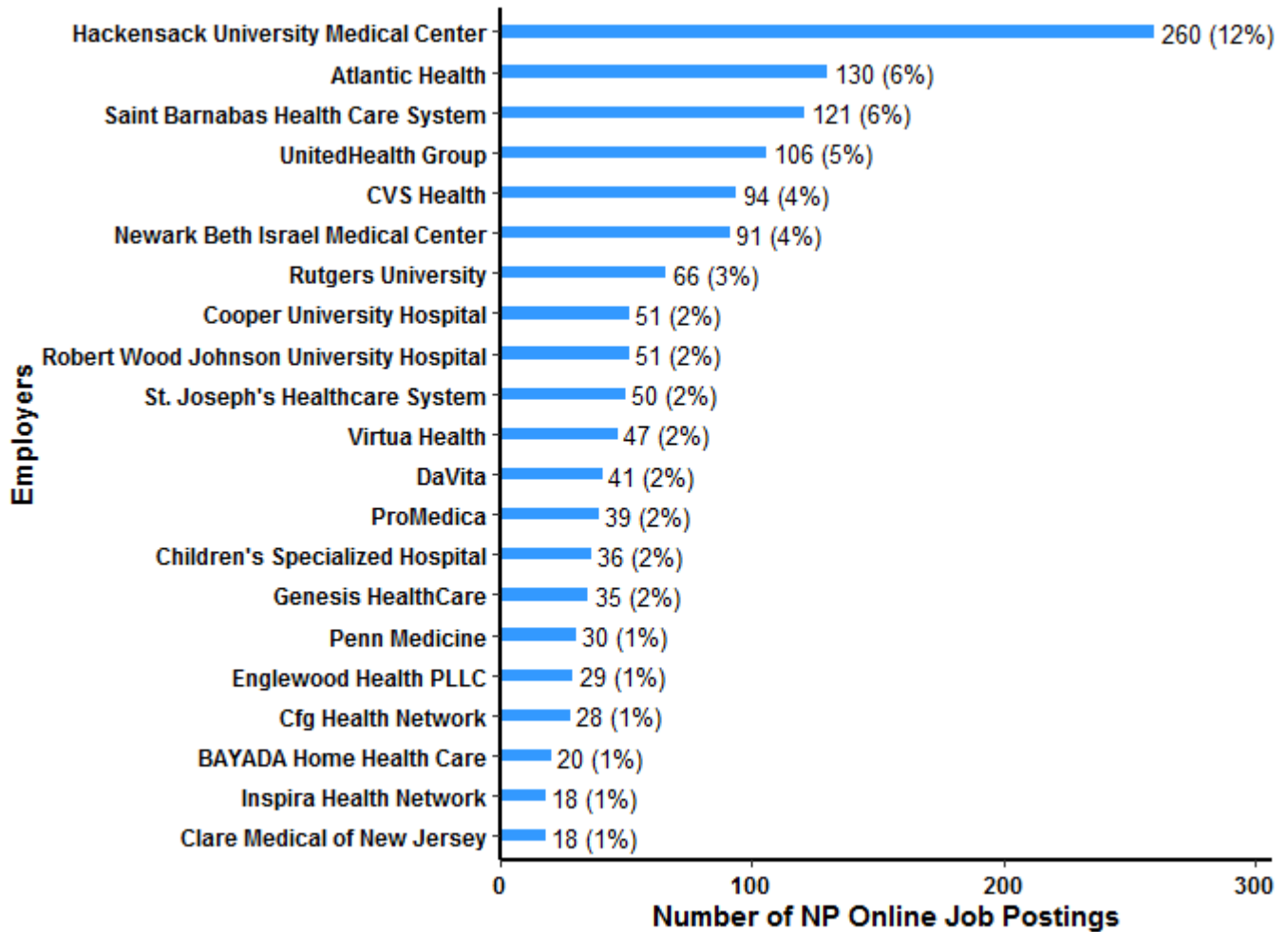
**Table 3.2** shows county-level data for the raw number of job postings and Demand Concentration. The counties with the highest Demand Concentration are Ocean (5.41), Sussex (3.09), and Warren (2.78). The counties with the lowest demand concentration are Bergen (0.95), Gloucester (1.09), and Hudson (1.13). The counties with the most job postings include Essex (1,119), Camden (943), and Ocean (792).



# Nurse Practitioner (NP) Demand Profile

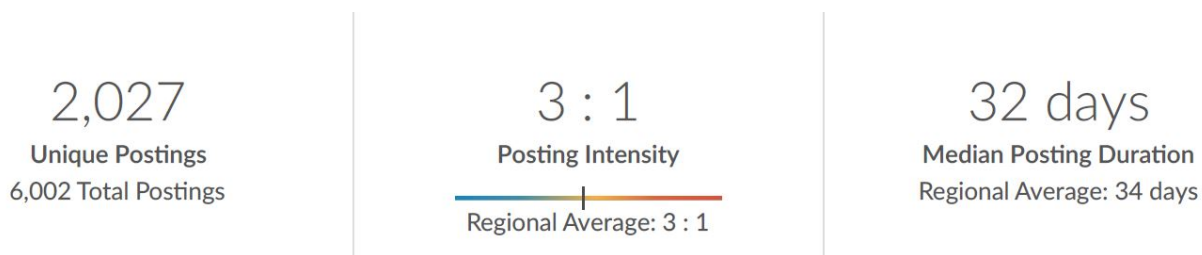
Figure 3.8 shows the top 20 employers with the greatest number of online job postings for Nurse Practitioners (NP) in 2021. Hospital employers were combined under their healthcare system where applicable. Greater numbers of postings may reflect a high rate of turnover or a high demand for employees. The top 20 employers accounted for 1,361 (64.7%) of the 2,102 total qualified postings.

Figure 3.8: Top 20 Employers of NPs



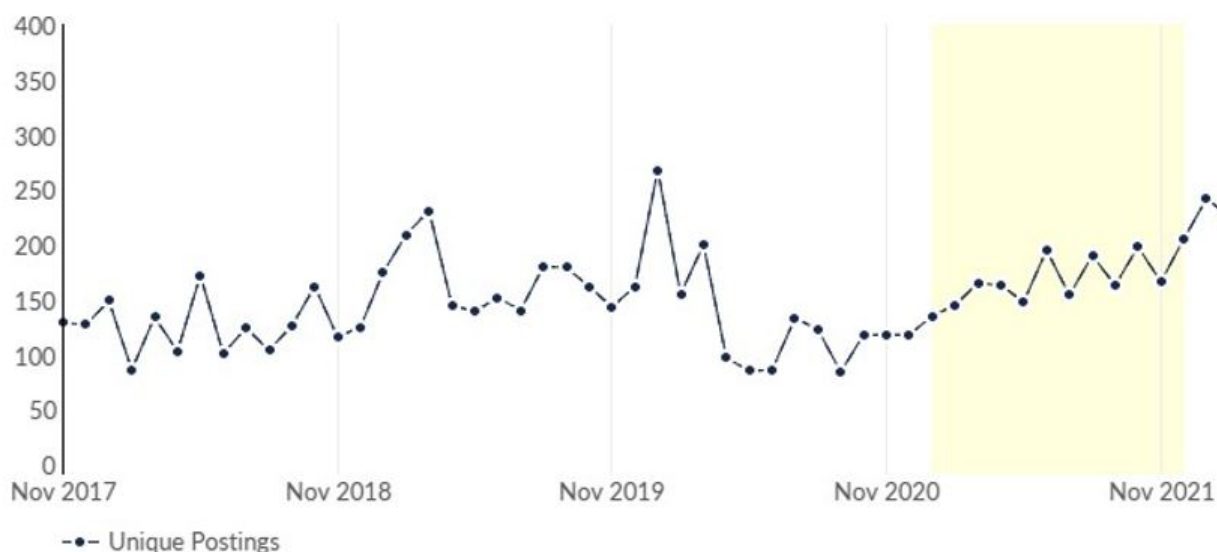
According to **Figure 3.9**, there were 6,002 total postings and 2,027 unique postings. The job posting intensity of 3:1 means that for every 1 unique position, there were 3 postings.

**Figure 3.9: NP Posting Overview**



According to **Figure 3.10**, shows postings from 2017-2022. The section of the table in yellow highlights January 2021-December 2021.

**Figure 3.10: NP Time Series Analysis 2017-2022**



According to **Figure 3.11**, the number of unique postings was highest in October of 2022. The 12 month posting trend uses a different time frame to provide the most current posting trend data.

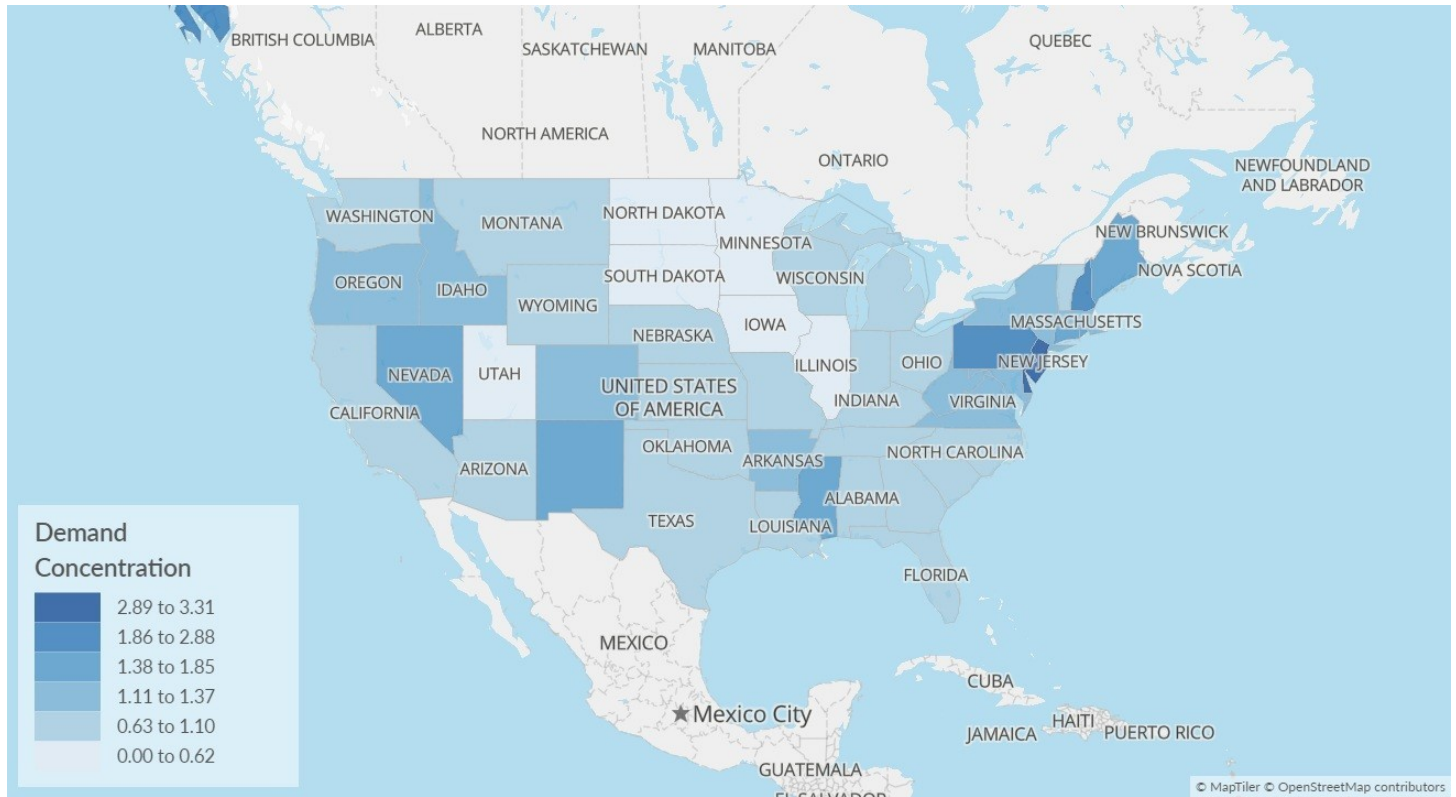
**Figure 3.11:** 12 Month Posting Trend

Month	Unique Postings	Posting Intensity
Nov 2022	267	1 : 1
Oct 2022	284	2 : 1
Sep 2022	246	3 : 1
Aug 2022	231	3 : 1
Jul 2022	207	3 : 1
Jun 2022	233	3 : 1
May 2022	210	2 : 1
Apr 2022	203	3 : 1
Mar 2022	279	2 : 1
Feb 2022	225	2 : 1
Jan 2022	242	2 : 1
Dec 2021	205	2 : 1

## National Demand Comparison

**Figure 3.12** shows the level of demand for NPs across the United States from January 1, 2021 through December 31, 2021. Local area demand is calculated relative to national demand. Demand Concentration shows the concentration of job postings in a region relative to the national average. This can be used to determine if job posting concentration for NPs is high or low in a region compared to the nation. Demand Concentration is calculated by comparing the share of regional job postings for a search with the share of national job postings for that search.

**Figure 3.12:** National Demand for NPs



**New Jersey has the highest Demand Concentration at 3.31.** States that follow with the highest Demand Concentration are Delaware (2.69), Pennsylvania (2.29), and New Hampshire (2.00). The three states with the lowest Demand Concentration are North Dakota (0.25), South Dakota (0.27), and Minnesota (0.39).

## Job Postings by County

January 1, 2021 - December 31, 2021

There were 2,021 qualified postings available with the current filters applied.

**Table 3.3:** Demand for NPs by NJ County

County	Job Postings	Demand Concentration
Atlantic	44	4.60
Bergen	216	2.99
Burlington	103	3.10
Camden	172	4.57
Cape May	5	2.04
Cumberland	25	4.84
Essex	256	4.48
Gloucester	48	2.73
Hudson	91	1.50
Hunterdon	11	2.00
Mercer	77	2.08
Middlesex	183	2.64
Monmouth	246	7.75
Morris	139	3.02
Ocean	89	5.78
Passaic	120	4.32
Salem	2	0.79
Somerset	79	2.29
Sussex	12	3.05
Union	93	2.42
Warren	10	2.76

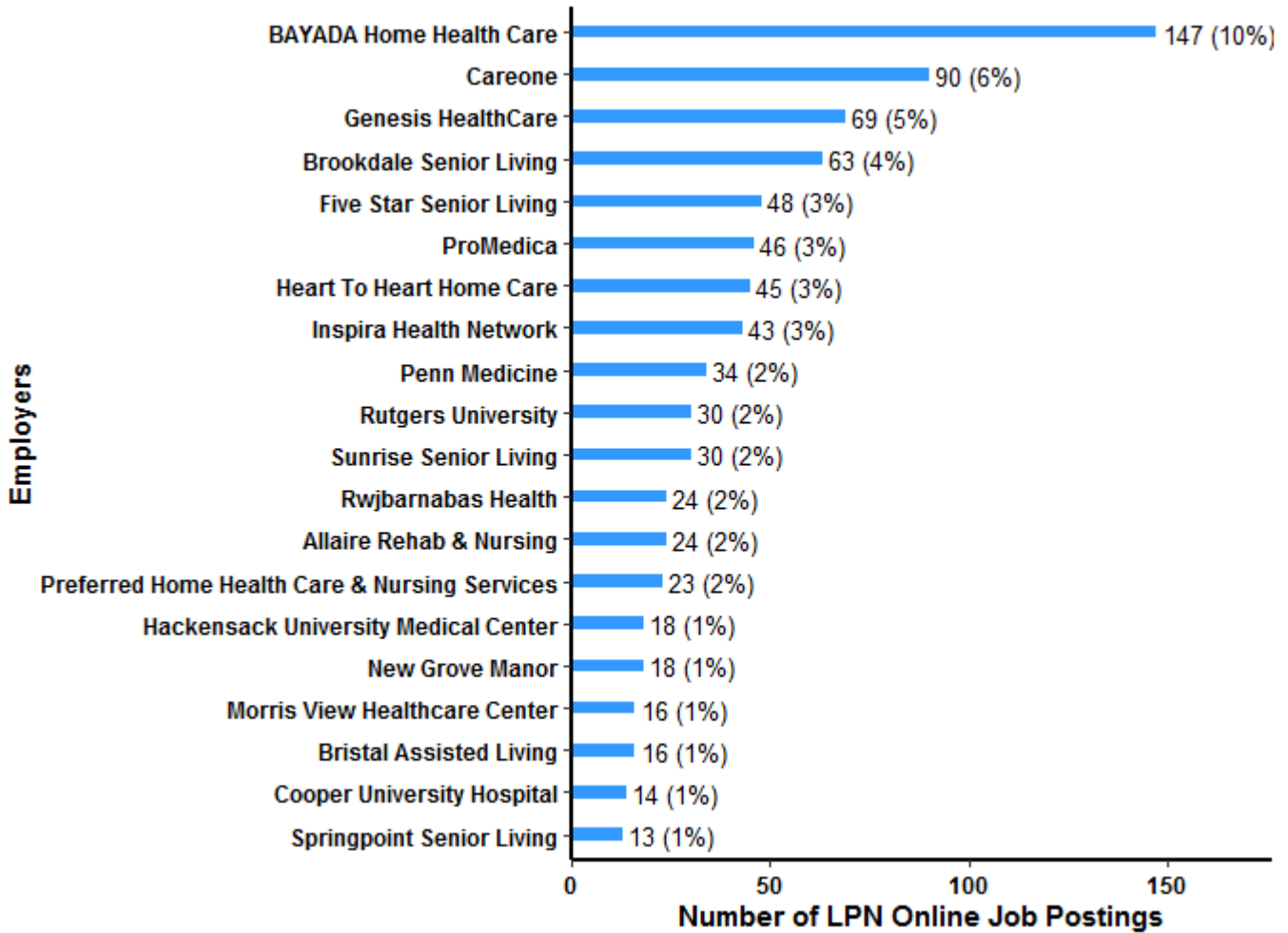
\*6 unclassified postings.

**Table 3.3** shows county-level data for the raw number of job postings and Demand Concentration. The counties with the highest Demand Concentration are Monmouth (7.75), Ocean (5.78), and Cumberland (4.84). The counties with the lowest Demand Concentration are Salem (0.79), Hudson (1.50), and Hunterdon (2.00). The counties with the most job postings include Essex (256), Monmouth (246), and Bergen (216).

## Licensed Practical Nurse (LPN) Demand Profile

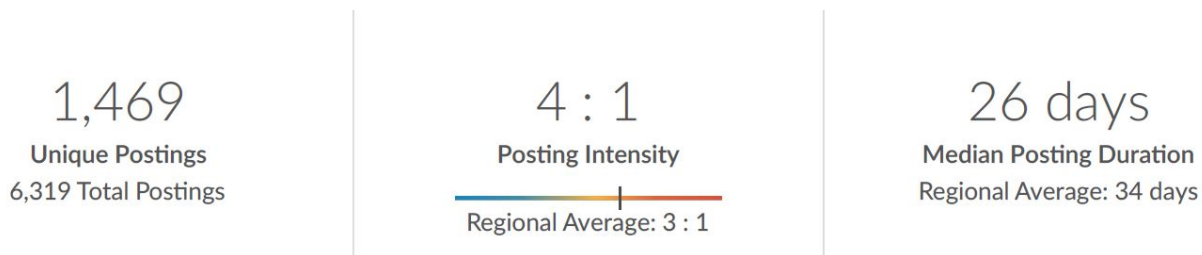
Figure 3.13 shows the top 20 employers with the greatest number of online job postings for LPNs in 2021. Hospital employers were combined under their healthcare system where applicable. Greater numbers of postings may reflect a high rate of turnover or a high demand for employees. The top 20 employers accounted for 811 (55.2%) of the 1,469 total qualified postings. Top employers included nursing homes, home health care providers, and hospital systems.

Figure 3.13: Top 20 Employers of LPNs



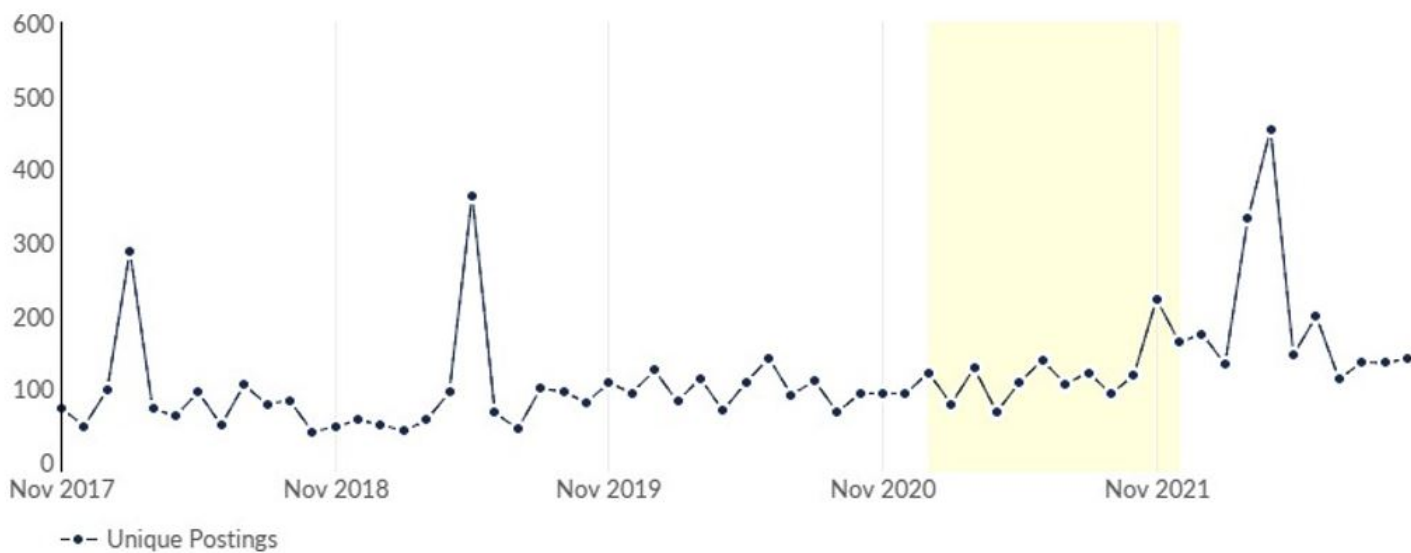
According to **Figure 3.14**, there were 6,319 total postings and 1,469 unique postings. The job posting intensity of 4:1 means that for every 1 unique position, there were 4 postings.

**Figure 3.14: LPN Posting Overview**



According to **Figure 3.15**, shows postings from 2017-2022. The section of the table in yellow highlights January 2021-December 2021.

**Figure 3.15: LPN Time Series Analysis 2017-2022**



According to **Figure 3.16**, the number of unique postings was highest in March and April of 2022. The 12 month posting trend uses a different time frame to provide the most current posting trend data.

**Figure 3.16:** 12 Month Posting Trend

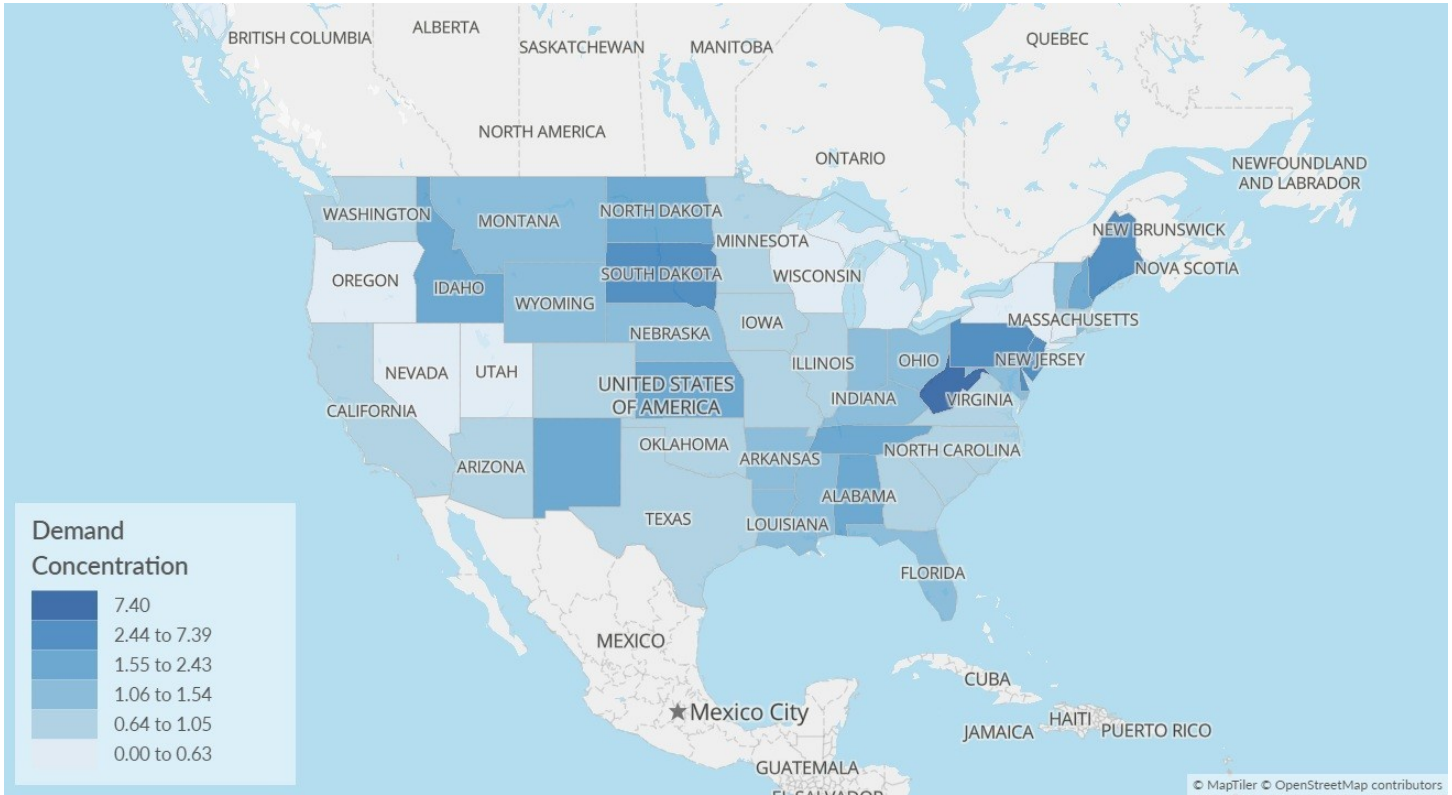
Month	Unique Postings	Posting Intensity
Nov 2022	124	1 : 1
Oct 2022	141	2 : 1
Sep 2022	135	4 : 1
Aug 2022	136	3 : 1
Jul 2022	113	3 : 1
Jun 2022	199	2 : 1
May 2022	146	4 : 1
Apr 2022	454	2 : 1
Mar 2022	332	2 : 1
Feb 2022	133	3 : 1
Jan 2022	175	3 : 1
Dec 2021	163	3 : 1



## National Demand Comparison

**Figure 3.17** shows the level of demand for LPNs across the United States from January 1, 2021 through December 31, 2021. The demand for LPNs is identified here as the ratio of LPN job postings per employed persons. Demand Concentration shows the concentration of job postings in a region relative to the national average. This can be used to determine if job posting concentration for LPNs is high or low in a region compared to the nation. Demand Concentration is calculated by comparing the share of regional job postings for a search with the share of national job postings for that search.

**Figure 3.17:** National Demand for LPNs



**New Jersey has a high Demand Concentration at 3.09.** States that have the highest Demand Concentration are West Virginia (7.40), Delaware (2.65), and Pennsylvania (2.64). The three states with the lowest Demand Concentration are Utah (0.28), Hawaii (0.28), and New York (0.30).

## Job Postings by County

January 1, 2021 - December 31, 2021

There were 1,466 qualified postings available with the current filters applied.

**Table 3.4:** Demand for LPNs by NJ County\*

County	Job Postings	Demand Concentration
Atlantic	33	4.45
Bergen	134	2.39
Burlington	74	2.87
Camden	129	4.42
Cape May	31	16.31
Cumberland	43	10.75
Essex	144	3.25
Gloucester	84	6.17
Hudson	40	0.85
Hunterdon	20	4.70
Mercer	44	1.54
Middlesex	112	2.08
Monmouth	121	4.92
Morris	103	2.89
Ocean	107	8.97
Passaic	67	3.11
Salem	16	8.12
Somerset	63	2.36
Sussex	11	3.60
Union	65	2.18
Warren	25	8.90

\*3 unclassified postings.

**Table 3.4** shows county-level data for the raw number of job postings and Demand Concentration. The counties with the highest Demand Concentration are Cape May (16.31), Cumberland (10.75), and Ocean (8.97). The counties with the lowest Demand Concentration are Hudson (0.85), Mercer (1.54), and Middlesex (2.08). The counties with the most job postings include Essex (144), Bergen (134), and Camden (129).