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## **New Jersey's Nursing Workforce: New study highlights retirement and turnover rates, stressors, pandemic impact**

**2023 Nursing Data and Analysis Report issued by  
New Jersey Collaborating Center for Nursing**

**TRENTON, NJ (Jan. 18, 2023)** – A just-released data report is shining new light on the current state of New Jersey's nursing workforce.

The 2023 edition of the *Nursing Data and Analysis Report*, from the New Jersey Collaborating Center for Nursing (NJCCN), examines the state's workforce with a focus on supply and demand for nursing, including retirement projections and turnover rates and pandemic impact. Available today – it can be downloaded at [njccn.org/nursing-workforce-supply-and-demand/](http://njccn.org/nursing-workforce-supply-and-demand/) – the report is intended to help policy- and decision-makers to assess the current state of nursing in New Jersey, and then utilize the information to address obvious challenges.

Of particular significance is the rate of retirements and turnover of nurses either leaving the profession or changing jobs due to the pandemic and normally expected retirements. The report indicates that 6% of RNs, 4% of LPNs, and 3% of APNs have intent to leave the profession in the next two years. During the next three years, there are not enough new graduates projected to replace those nurses retiring. New Jersey's RN workforce is expected to decrease by 5%, while the availability of APNs will decline by 2%. Based on expected graduation rates, the LPN workforce is expected to have an excess of 9%. However, these numbers do not take into consideration the impact of other work environment challenges.

In terms of overall turnover among New Jersey's nurses in 2021 (the most recent year for which information is available), it was 50% among LPNs and 24% among RNs, with NPs at 29%. In 2021, RN turnover was 27% nationally.

"The data in this 2023 report brings into even clearer focus what we've already known – that we in New Jersey must address current supply and demand for nurses", says the NJCCN's Executive Director, Edna Cadmus, PhD, RN, NEA-BC, FAAN. "Investing in the future of nursing is essential, because the ultimate result will be better health care for everyone."

The release of the *Nursing Data and Analysis Report* draws additional attention to bill S2825/A4325, a multi-faceted proposal introduced by Senator Joseph Vitale that focuses on the varied needs of the state's nurses. While the bill emphasizes education, faculty recruitment, and retention of nurses, its overarching emphasis is enhancing nursing care throughout the state. Other bills have also been introduced in the legislation as well.

The 2023 report also focuses on societal issues impacting health care, including restricted access to care and climbing costs; high maternal mortality rates, particularly within populations of color; an aging population, with increased care needs; and expanded mental health concerns. Strategies for reducing the impact of turnover are also explored, including multistate licensure, expanded nursing residency programs for new graduates, and nursing faculty loan redemption relief.

New Jersey has approximately 141,000 active RNs, 13,500 active APNs, and 23,500 active LPNs providing services across multiple settings. Demand for nurses is currently outpacing supply, which stresses the labor market and impacts workforce stability.

### **About the NJCCN**

NJCCN's mission is to be the dominant voice on nursing workforce solutions in NJ. The center serves as a future-oriented research and development organization to develop and disseminate objective information and provide an ongoing strategy for the allocation of state resources directed toward the nursing workforce (NJ P.L.2002, c116). The NJCCN's executive director is Edna Cadmus, PhD, RN, NEA-BC, FAAN, NJCCN and clinical professor, Rutgers School of Nursing.

Additional information about NJCCN is available online at <http://www.njccn.org>.

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