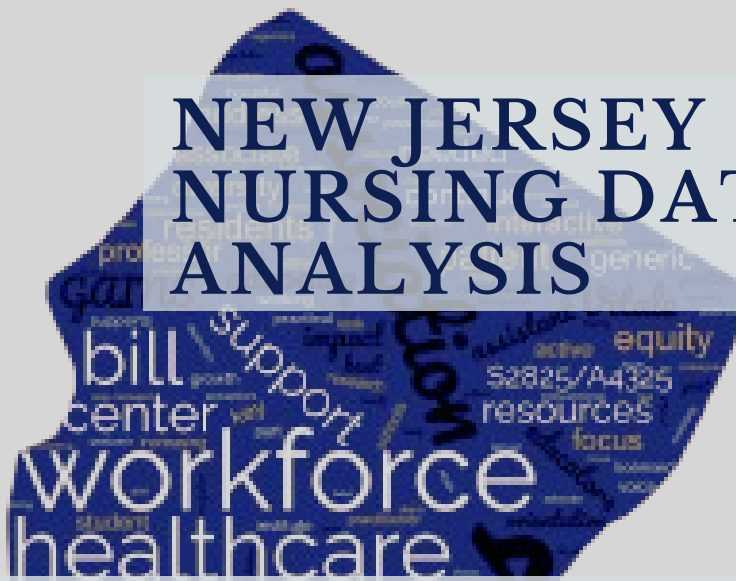




2024

# NEW JERSEY NURSING DATA & ANALYSIS



*Coming Soon!*

*January 2024*

EDUCATIONAL CAPACITY DATA 2021-2022  
WORKFORCE SUPPLY DATA 2022-2023  
WORKFORCE DEMAND DATA 2022



## **Nursing Data and Analysis**

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# Vision

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

# 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 the nursing workforce.
- Engage academic/practice partners, inter-professional colleagues, government and legislative agencies, consumers, business, and industry.
- Promote a positive image for nursing.

The correct reference is as follows:

New Jersey Collaborating Center for Nursing. (2024). *Nursing data and analysis*. Newark, NJ; NJCCN.

<https://www.njccn.org/nursing-workforce-supply-and-demand/>

## **NOTE:**

Any future modifications to this report will be published electronically.  
For the most recent data on the New Jersey Nursing Workforce, visit [www.njccn.org](http://www.njccn.org).

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# Introduction

The New Jersey Collaborating Center for Nursing (NJCCN) is the primary source for data on New Jersey's nursing workforce. NJCCN serves as a catalyst for the implementation of innovative education and practice models using data to create programs that address needs in the state. To that end, NJCCN conducts an annual survey of all nursing education programs on behalf of the New Jersey Board of Nursing (NJBON). This Educational Capacity Survey allows NJCCN to monitor enrollment and graduation trends as well as demographics of both students and faculty. These data contribute to the **supply** data.

Working collaboratively with NJBON, NJCCN also collects workforce data at time of licensure renewal for Registered Nurses (RNs), Licensed Practical Nurses (LPNs), and Advanced Practice Nurses (APNs). In 2018, NJBON transitioned its survey questions to the Nursys® Licensure and Workforce tool to align with national datasets. The Educational Capacity and Workforce data together create our understanding of the **supply** of nurses in New Jersey.

Based on the national trends and the need to monitor and prepare the workforce, NJCCN has determined that using real-time **demand data** is an important first step in evaluating demand for nursing in New Jersey. While survey data for a specific industry is important, the limited response rate of surveys and the delays in obtaining primary data in real-time do not make these methods a first-tier approach. Quality data are a prerequisite for effective workforce planning and policymaking for the nursing workforce. Healthcare workforce forecasting models provide a means for making future projections, which can be valuable in quantifying the supply, distribution, and demand of nurses and are critical to designing programs and policies that will ensure access to care and an effective healthcare system (Bienemy, 2015).

Forecasting nursing workforce supply and demand is complex. State-level data may be more detailed than national data, leading state-level projections to differ substantially from their national counterparts. Some variables, such as changes in healthcare or population shifts within New Jersey, may be too difficult to factor into the model. Though the goal is to provide current data on supply and demand, one must view this report in the context of volatility. Workforce data should be viewed with the following caveats:

- National estimates may differ from state data substantially
- Nurses work in teams and therefore other healthcare workforce members data are also important to consider (e.g. Certified Nursing Assistants, Home Health Aides, and MDs)
- Projections that are further out in years have a greater error rate
- Data are only as good as the information that is provided by the respondent

# How to Use the Report

This report is broken up into the following chapters, with references and a glossary at the end:

- Chapter 1: Educational Capacity Report
- Chapter 2: Workforce Supply Data
- Chapter 3: Workforce Demand Data

# Executive Summary

Multiple reports have been released nationally over the last 2-3 years which send the same message: **We need to strategically rebuild the nursing workforce which has been severely impacted by the pandemic.** These reports show 1) early retirements in nursing along with the anticipated projections, 2) pandemic burnout, and 3) interrupted work patterns and staffing shortages which creates high demand for nurses. The population is aging with more chronic condition while supply of nurses is falling behind. It is imperative that we ensure a robust healthcare system that results in positive health outcomes for our residents. This requires a multi-pronged approach of both major investments and innovative solutions.

## These National and International Reports Include:

- International Council of Nurses (2023) *Recover to rebuild*  
[https://www.icn.ch/sites/default/files/2023-07/ICN\\_Recover-to-Rebuild\\_report\\_EN.pdf](https://www.icn.ch/sites/default/files/2023-07/ICN_Recover-to-Rebuild_report_EN.pdf)
- AMN Healthcare (2023) *The Pandemic Consequences*  
<https://www.amnhealthcare.com/siteassets/amn-insights/surveys/amn-rnsurvey-2023-final.pdf>
- National Council of State Boards of Nursing and the National Forum of State Nursing Workforce Centers (2022). *The 2022 national nursing workforce center survey*  
[https://www.journalofnursingregulation.com/article/S2155-8256\(23\)00047-9/fulltext](https://www.journalofnursingregulation.com/article/S2155-8256(23)00047-9/fulltext)
- ANF (2022) *Pulse on the nation's nurses COVID-19 survey series: workplace survey*  
<https://www.nursingworld.org/practice-policy/work-environment/health-safety/disaster-preparedness/coronavirus/what-you-need-to-know/covid-19-survey-series-anf-2022-workplace-survey/>
- ANA, AONL, HFMA, IHI, American Association of Critical-Care Nurses (2022). *Nurse staffing think tank: Priority topics and recommendations*  
<https://www.nursingworld.org/49940b/globalassets/practiceandpolicy/nurse-staffing/nurse-staffing-think-tank-recommendation.pdf>
- AONL (2022 and 2023) *Nursing leadership workforce compendium-3 sections*  
<https://www.aonl.org/resources/Nurse-Leadership-Workforce-Compendium>
- NASEM (2021) *The future of nursing 2020-2030 report*  
<https://nap.nationalacademies.org/catalog/25982/the-future-of-nursing-2020-2030-charting-a-path-to>

## Key Drivers for Improving the Healthcare System:

### Expanding the nursing education system through investments:

- Faculty
- Clinical Sites
- Equipment/Technology

## **Investing in retention**

- Supporting the well-being of nurses and reframing from resilience of individuals to resilience as an organizational problem.
- Investing in the transition to practice for new graduates across settings
- Promoting career opportunities
- Ensuring adequate staffing
- Creating new models of care delivery using virtual platforms and other strategies
- Ensuring healthy work environments for all providers

## **Implementing policies to ensure all nurses work to the full extent of their licensure and education**

- APN restrictions removed
- Re-evaluating the team-based approach to care

## **Utilizing technology and telehealth solutions**

## **Engaging retired nurses to return to workforce**

## **Reviewing outdated regulatory and legislative policies that impact healthcare**

Strategic planning requires data that can be found nationally and at the state level through workforce centers. This NJ data report and previous reports provide the most current data available on the nursing workforce in NJ to assist state leaders and organizations in investing in creating a strategic direction with and for nurses.

# **New Jersey Supply and Demand Forecasts**

## **Supply**

### **Education Capacity**

- Pre-Licensure RN enrollment down in 2022 despite the increase in admissions offered by RN programs.
- Full-time faculty vacancies: 10% in RN programs which have increased since last year.
- Full-time faculty vacancies: 20% in LPN programs.
- LPN NCLEX-PN pass rate continues to be below the national average and 17 schools identified that greater than 31% of the students were unsuccessful in completing the nursing program in the past academic year.
- Students in pre-licensure RN programs are primarily female, however, data shows diversity in race/ethnicity.



- Students in post-licensure nursing programs are primarily female with less than half white.

## Workforce

- 4% of LPNs indicated a plans to retire by next renewal cycle
- 6% of RNs indicated a plan to retire by next renewal cycle
- 3% of APNs indicated a plan to retire by next renewal cycle
- 25% of the NPs who responded (N=11,878) have an active license in other surrounding states
- LPN workforce is primarily female and the majority from diverse racial/ethnic backgrounds, with a mean age of 49
- Workforce RNs and APNs are primarily female, white with a mean age of 49 and 48 respectively

## Demand

**Currently, the national RN turnover rate for RNs is 22.5% with a median of 21.7% in hospitals. (NSI, 2023).** Each percent change in RN turnover will cost/save the average hospital \$380,600/year.

## NJ Data

- Turnover rates (2022)
  - LPNs (46%)
  - RNs (26%)
  - Nurse Practitioners (24%)
- Median annual earnings increased for all 3 categories of nurses - LPNs, RNs, and NPs.
- There is an overall increase in the percent change of projected jobs over the next 10 years for nursing averaging 14%.
- New Jersey has a high posting concentration for RNs compared to the national comparison which places NJ as the 5th highest in the U.S.

## New Jersey Initiatives

### New Jersey Nursing Emotional Well-Being Institute (NJ-NEW)

- Funding of 1.2 million received from the state budget in 2023 to support health and well-being programs for NJ nurses.
- Total number of Nurse2Nurse contacts were 2,231 from July 1, 2021 through June 30, 2022.
- Stress First Aid Training completed for 99 trainers and 45 organizations (acute care, academia, schools, community, and long-term care settings).

- Programs from January 1 through December 31, 2022: 24 Virtual Schwartz Rounds were held with approximately 1,200 participants.

### **Nurse residency and educator program through NJDOL/USDOL**

Nationally, first-year turnover outpaces all other tenure categories in hospitals. The first year turnover mean was 32.8%. (NSI, 2023).

NJCCN has 23 hospitals participating in the NJ Nurse Residency Collaborative. This 12-month transition into practice initiative began in 2020. Of those hospitals participating, 16 hospitals are receiving partial funding from NJDOL and Workforce Development. The return on investment is evident.

- Outcomes to date show 2,409 nurse residents hired since 2020.
- Overall turnover rate is 11.7% to date which is well below the national average.

### **Legislative Bills Pending**

- S1522/A2286 eliminates practice restrictions for APNs
- S2825/A4325 workforce bill
- S3547/A4614 faculty loan redemption program