

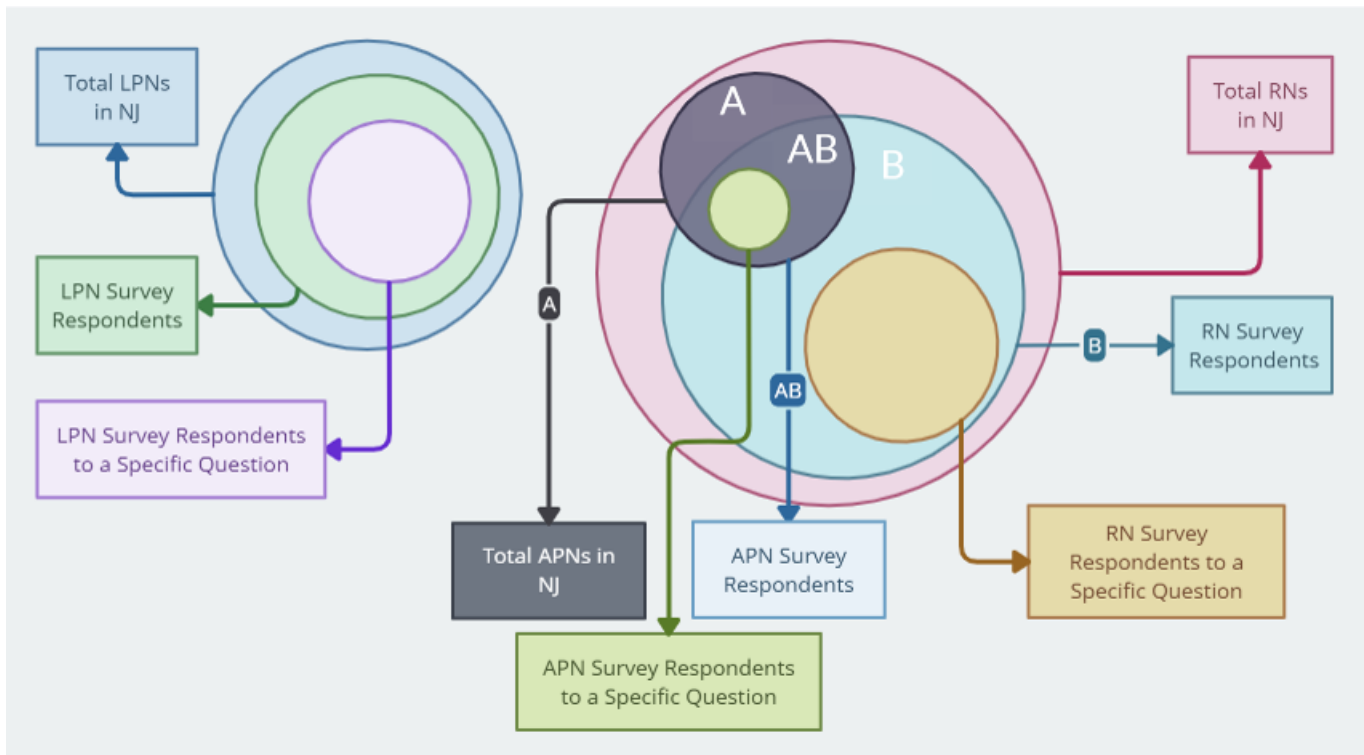
Chapter 2

Workforce Supply Data

The data for this chapter were acquired from 2022 and 2023 New Jersey Board of Nursing (NJBON) Nursys® license renewal surveys. Nurses renew their licenses every two years, so this two-year survey 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.

Figure 2.1 illustrates the relationship among total nurses in New Jersey, survey respondents, and specific question respondents. Note: the size of the circles do not reflect the actual number of nurses.

Figure 2.1: Structure of Survey Respondents



Note: 1. In New Jersey, an Advanced Practice Nurse (APN) must also be a Registered Nurse (RN); therefore, APNs are a subset of RNs. 2. AB: $A \cap B$ (the intersection of A and B)

Registered Nurse (RN) Profile

In the 2022-2023 survey period, 113,435 RNs responded out of New Jersey's 142,869 active licensed RNs and 32,036 inactive RNs. Of those 113,435 RN respondents, 108,371 were active while 5,064 were inactive. Respondents may have skipped questions, causing data in some tables and figures to add up to less than 113,435.

License Status

As shown in **Table 2.1**, 108,371 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=113,435	%
Active	108,371	96
Inactive	5,064	4

Table 2.2 describes the method by which 113,435 RN respondents attained their licensure. Those who attained their licensure via exam (66%) have graduated from an approved school of nursing and taken the NCLEX-RN examination in New Jersey. Those who attained their license via endorsement (31%) have first been licensed in another state.

Table 2.2: Basis for RN Licensure

	N=113,435	%
Exam	74,279	66
Endorsement	35,493	31
Missing/No Data	3,663	3

Demographics

Table 2.3 shows the demographic characteristics of 113,435 RN respondents. RN respondents are primarily female (91%) and White (62%). Sixty-one percent of the respondents are 55 years and under in age. The mean age of the RN respondents is 49.

Table 2.3: RN Demographic Characteristics

Gender	N=113,435	%
Female	102,664	91
Male	10,751	9
Missing/No Data	20	0
Race/Ethnicity		
White	69,907	62
Asian	16,998	15
Black/African American	12,107	11
Hispanic/Latino	7,475	7
Pacific Islander	763	<1
American Indian	132	<1
Other	4,355	4
Missing/No Data	1,698	2
Age		
19-25	2,764	2
26-35	23,124	20
36-45	21,701	19
46-55	22,647	20
56-65	26,178	23
66-75	14,718	13
76-85	2,172	2
86+	131	<1

Education

Table 2.4 describes the highest level of nursing education held by 101,032 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. In 2022-2023 survey period, of the 101,032 RN respondents, 28% have a Diploma in nursing or an Associate's Degree in nursing, and 71% have a Baccalaureate or higher degree in nursing.

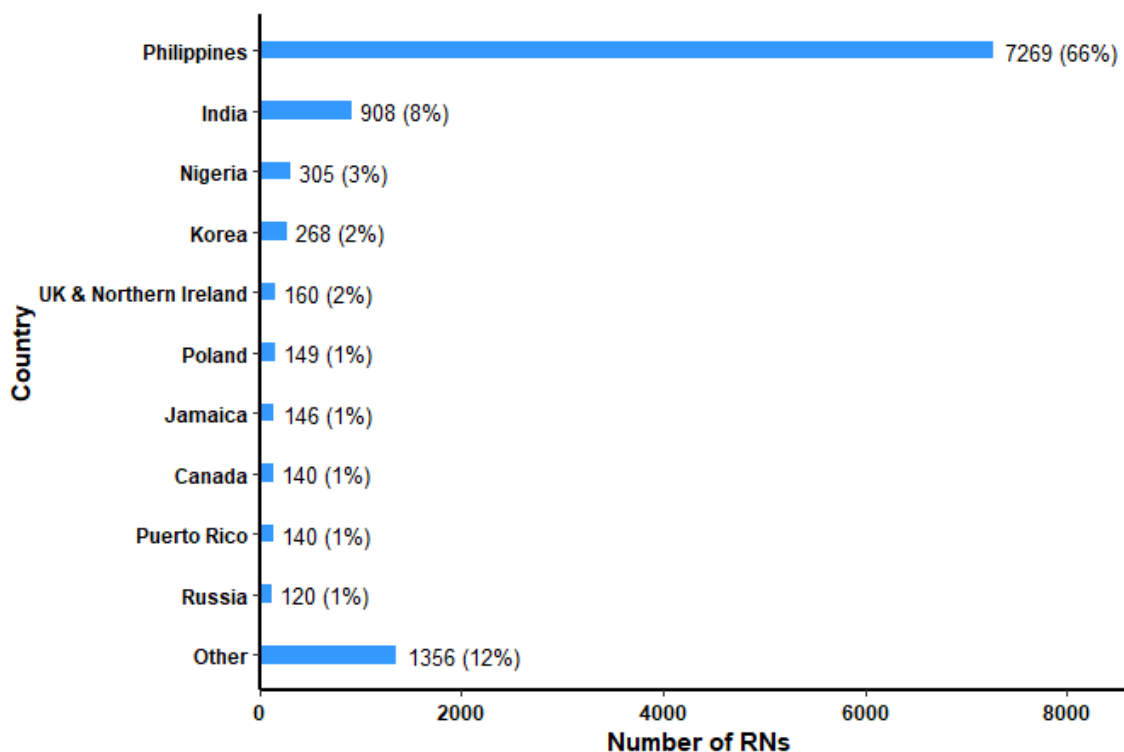
Table 2.4: RN Highest Level of Nursing Education*

	N=101,032	%
Diploma in Nursing	4,455	4
Associate Degree in Nursing	24,449	24
Baccalaureate Degree in Nursing	60,933	60
Master's Degree in Nursing	10,001	10
DNP, PhD, or Other Doctoral Degree in Nursing	1,194	1

*The 12,403 missing/invalid data are excluded.

RNs were asked to report the country where they received their entry-level nursing education. Of the 101,515 RN respondents, 90,625 RNs received their entry-level nursing education in the United States. Of the remaining 10,890 respondents, the Philippines (66%) were the most common source of entry-level nursing education outside of the United States. **Figure 2.2** describes the 10,890 RN respondents who received their entry-level nursing education **outside** of the United States.

Figure 2.2: Country of RN Entry-level Nursing Education **Outside of the United States**



Employment Characteristics

Table 2.5 describes there were 101,365 RN respondents who reported their employment status. The table shows that 75% respondents were employed in nursing full-time, and 9% were employed in nursing part-time.

Table 2.5: RN Employment Status*

	N=101,365	%
Employed in nursing full-time	75,503	75
Employed in nursing part-time	9,003	9
Employed in nursing per diem	5,458	5
Retired	5,336	5
Unemployed, seeking work in nursing	3,040	3
Employed in a field other than nursing	2,355	2
Volunteering (only) in nursing	670	<1

*The 12,070 missing data are excluded.

RNs were asked to report the number of positions that they were currently employed as a nurse during that time period. **Table 2.6** shows that 16% of 93,100 RN respondents held multiple nurse positions.

Table 2.6: Number of Positions Held by RNs*

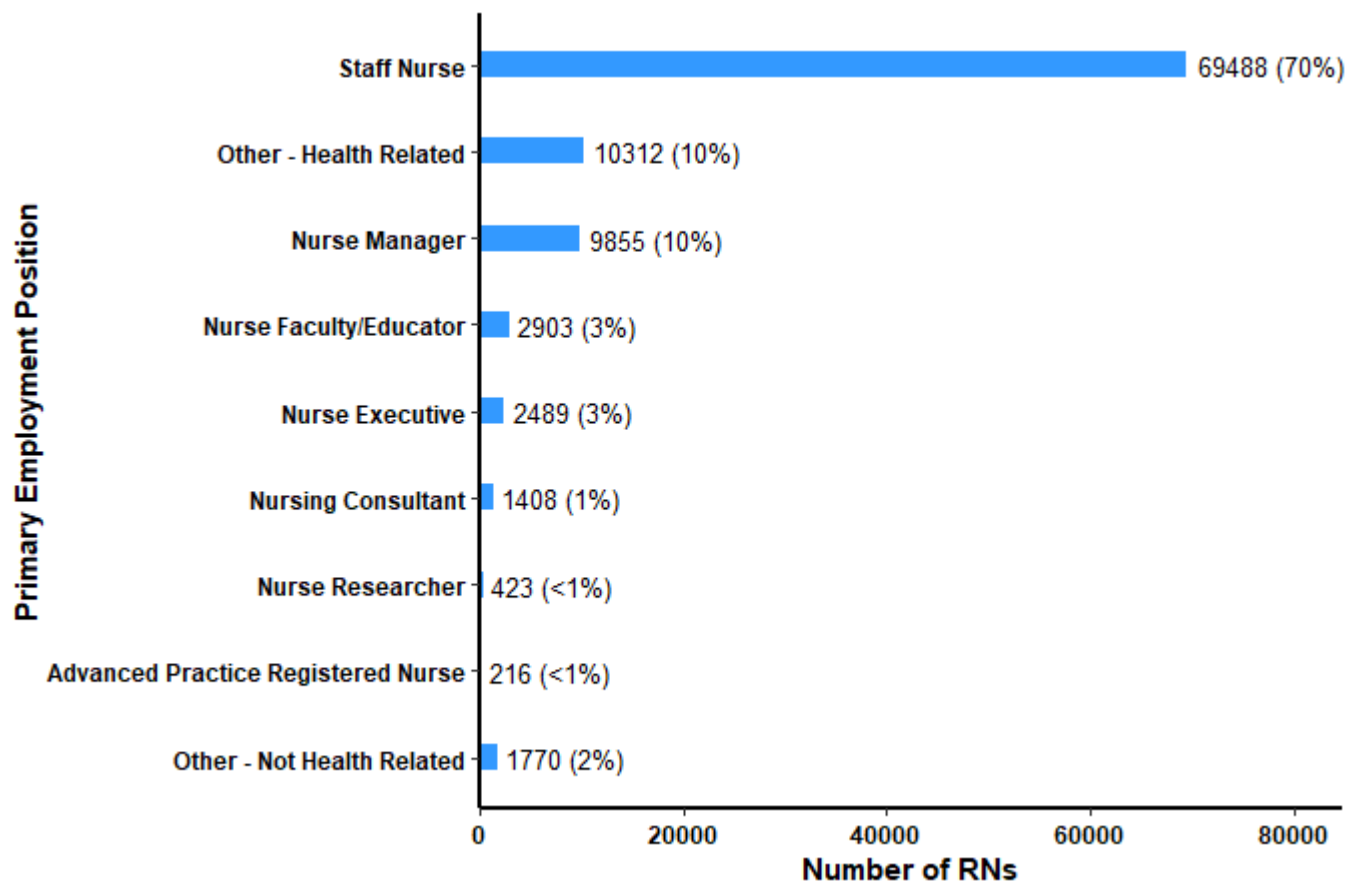
	N=93,100	%
1 position	78,442	84
2 positions	13,295	14
3 positions	1,363	2

*The 20,335 missing data are excluded.

Employment Position

Figure 2.3 depicts the primary employment position of 98,864 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*

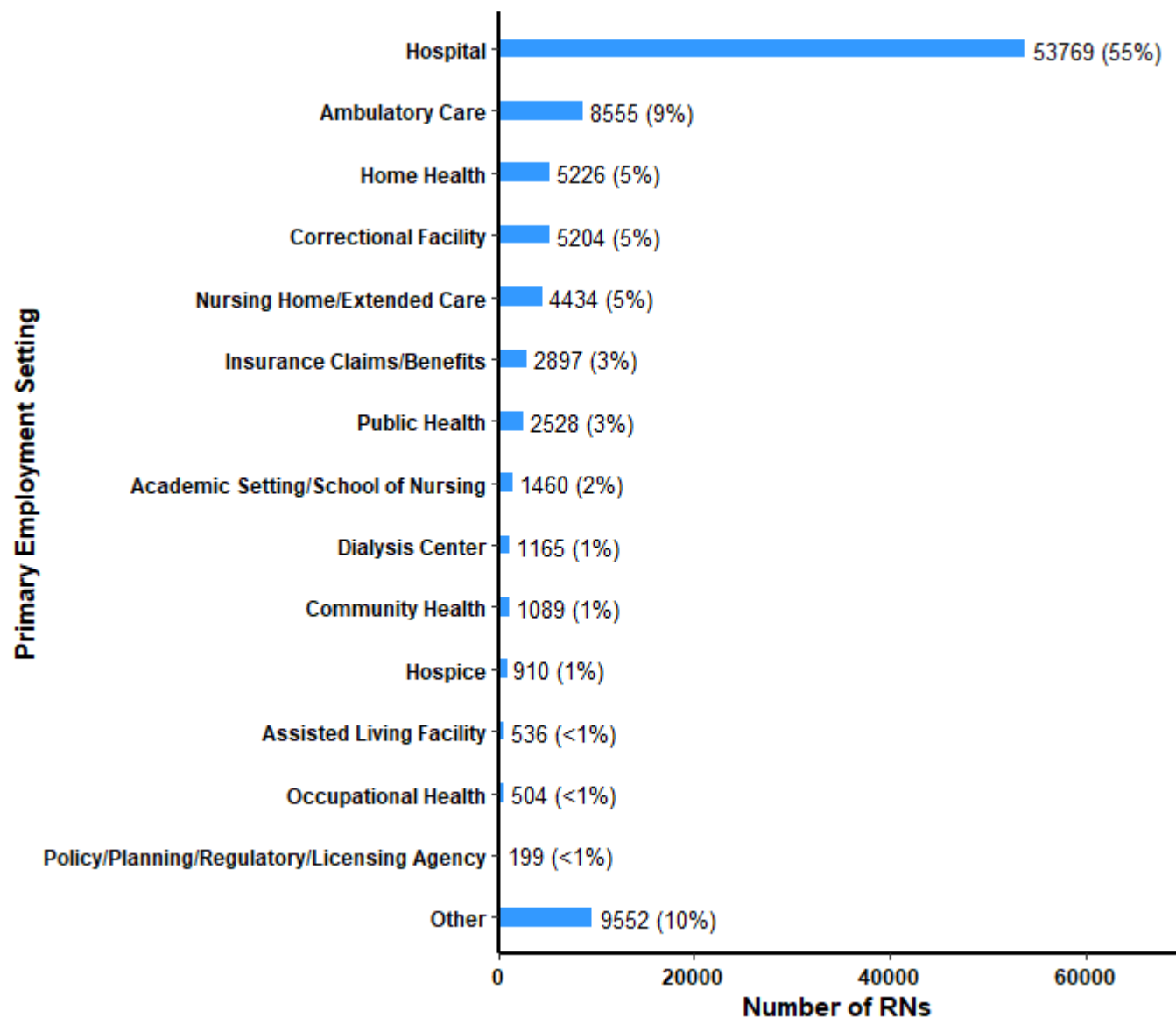


*The 14,571 missing data are excluded.

Employment Setting

Figure 2.4 depicts the primary employment setting of 98,028 RN respondents. The figure shows 55% of the respondents reported the hospital as their primary employment setting.

Figure 2.4: RN Primary Employment Setting*

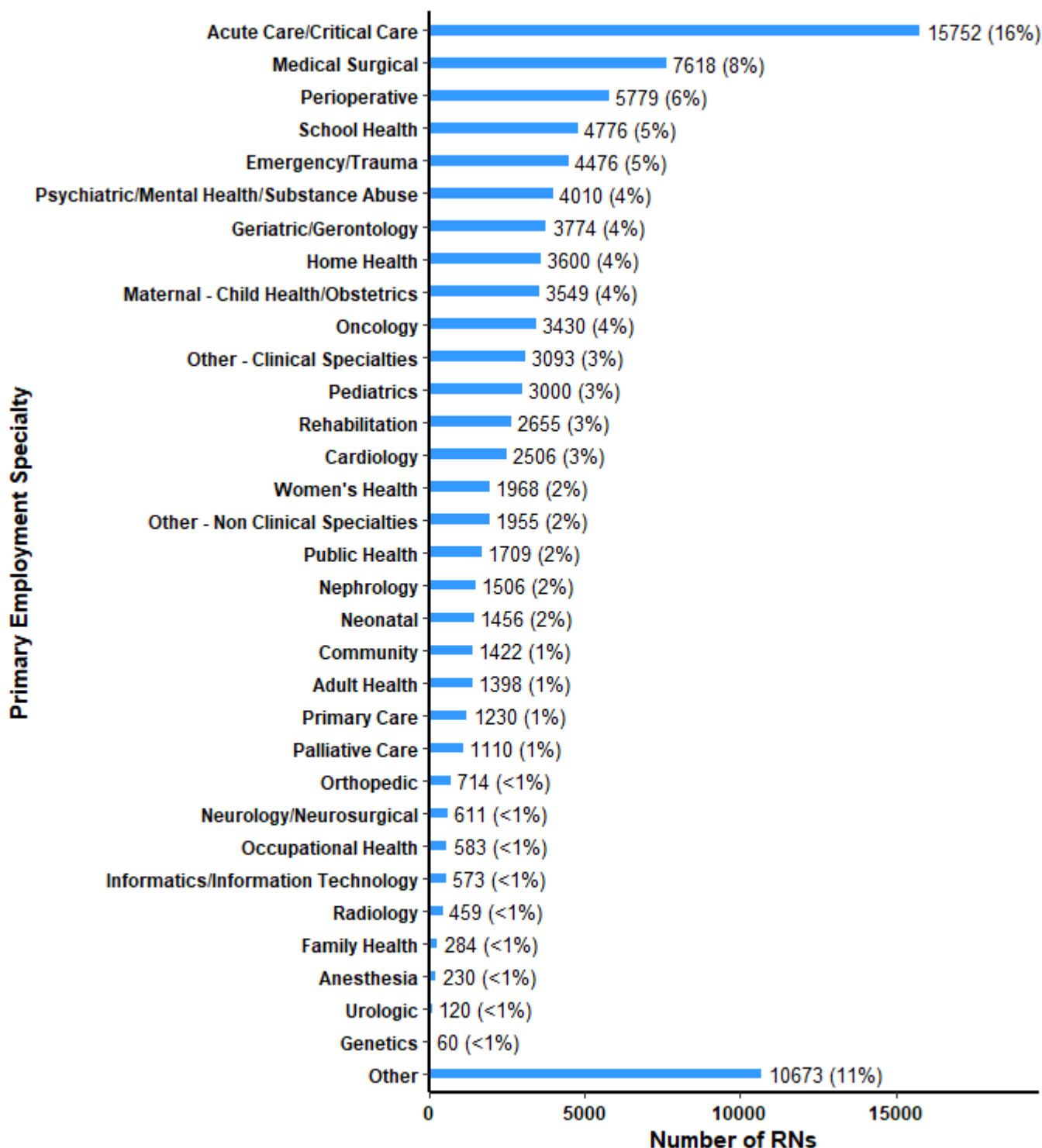


*The 15,407 missing data are excluded.

Employment Specialty

Figure 2.5 depicts the primary employment position specialty of 96,079 RN respondents. The figure shows 16% classified their primary employment specialty as acute care/critical care.

Figure 2.5: RN Primary Employment Position Specialty*



*The 17,356 missing data are excluded.

Employment by County

Table 2.7 shows the counties where RN respondents were employed.

Table 2.7: RN Employment by County

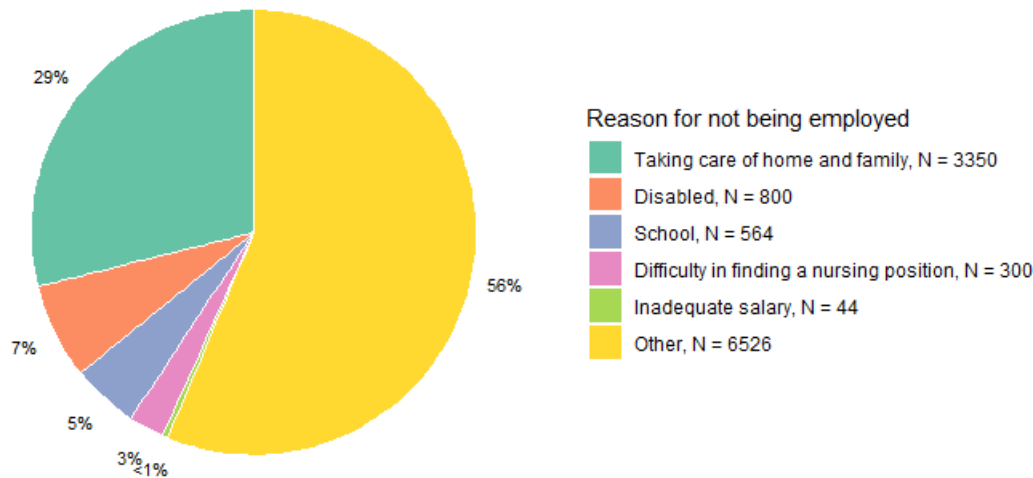
Employment County	Number of RNs
Atlantic	3,044
Bergen	8,735
Burlington	4,009
Camden	6,353
Cape May	651
Cumberland	1,541
Essex	7,659
Gloucester	1,874
Hudson	2,754
Hunterdon	892
Mercer	4,095
Middlesex	7,816
Monmouth	6,616
Morris	5,406
Ocean	4,305
Passaic	2,848
Salem	386
Somerset	2,246
Sussex	760
Union	3,530
Warren	655

The 37,260 missing data are excluded*

Unemployment

Figure 2.6 shows that there were 11,584 RNs reported a reason of not being employed. Of those 29% indicated “taking care of home and family” as their primary reason and 56% indicated “other”.

Figure 2.6: 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. There were 91,764 out of 113,435 RN respondents who answered this question. In response, 5,601 (6%) of 91,764 RN respondents indicated a plan to retire within this timeframe.

Table 2.8 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, 29% intend to retire. The number of RN respondents in each age bracket is different from the numbers in Table 2.3 because Table 2.8 only includes RNs who reported their age and their intent to retire.

Table 2.8: RN Intent to Retire According to Age

Age	RN Respondents N=91,764	Intent to Retire N=5,601	*%
19-25	2,202	61	3
26-35	16,742	253	2
36-45	17,498	157	1
46-55	19,278	177	1
56-65	22,668	1,335	6
66-75	11,833	3,171	27
76-85	1,468	424	29
86+	75	23	31

*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 APN specialties (NP/CRNA/CNS/CNM). RNs who indicated one of these specialties were identified as APNs.

In the 2022-2023 survey period, 14,464 APNs responded out of New Jersey’s 14,897 actively licensed APNs and 3,042 inactive APNs. Of those 14,464 licensed APNs who responded, 14,103 were active while 361 were inactive. Respondents may have skipped questions, causing data in some tables and figures to add up to less than 14,464.

License Status

As shown in **Table 2.9**, 98% of 14,464 APN respondents have an active APN license.

Table 2.9: APN License Status

	N=14,464	%
Active	14,103	98
Inactive	361	2

APN Specialty

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 2.10** shows the specialty of 14,464 APN respondents.

Note: Due to the nature of the survey, APNs could select more than one specialties. For example, APN may answer Yes to the question “Nurse Practitioner (NP)” and to the question “Clinical Nurse Specialists (CNS)”.

Table 2.10: APN Specialty

	N=14,464
Nurse Practitioner (NP)	11,878
Certified Registered Nurse Anesthetist (CRNA)	1,390
Clinical Nurse Specialist (CNS)	673
Certified Nurse Midwife (CNM)	307
NP & CNS	88
NP & CNM	69
NP & CRNA	55
CNS & CRNA	3
Invalid	1

Demographics

Table 2.11 shows the demographic characteristics of 14,464 APN respondents. APN respondents are primarily female (89%), White (62%), and between 36-55 years of age (52%). The mean age of APN respondents is 48.

Table 2.11: APN Demographic Characteristics

Gender		N=14,464	%
	Female	12,943	89
	Male	1,517	10
	Missing/No Data	4	<1
Race/Ethnicity			
	White	9,014	62
	Asian	1,884	13
	Black/African American	1,796	12
	Hispanic/Latino	790	5
	Pacific Islander	74	<1
	American Indian	19	<1
	Other	630	4
	Missing/Unknown	257	2
Age			
	19-25	5	<1
	26-35	2,604	18
	36-45	4,166	29
	46-55	3,371	23
	56-65	2,777	19
	66-75	1,337	9
	76-85	199	1
	86+	5	<1
	Missing/No Data	0	0

Education

Table 2.12 describes the highest degree of nursing education held by 13,438 APN respondents. Of those respondents, 85% have a Master's Degree and 13% have a DNP.

Table 2.12: APN Highest Level of Nursing Education*

	N=13,438	%
Master's Degree in Nursing	11,394	85
Doctor of Nursing Practice	1,779	13
PhD	182	1
Other Doctoral Degree in Nursing	83	<1

*The 1,026 missing/invalid data are excluded.

Employment Characteristics

Table 2.13 shows that there were 13,389 APN respondents who reported their employment status. The table shows that 83% of the respondents were employed in nursing full-time, and 9% were employed in nursing part-time.

Table 2.13: APN Employment Status*

	N=13,389	%
Employed in nursing full-time	11,073	83
Employed in nursing part-time	1,211	9
Employed in nursing per diem	490	4
Unemployed, seeking work in nursing	230	2
Retired	200	2
Employed in a field other than Nursing	132	<1
Volunteering (only) in nursing	53	<1

*The 1,075 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 2.14** indicates that 24% of 12,676 APN respondents held multiple nurse positions.

Table 2.14: Number of Positions Held by APNs*

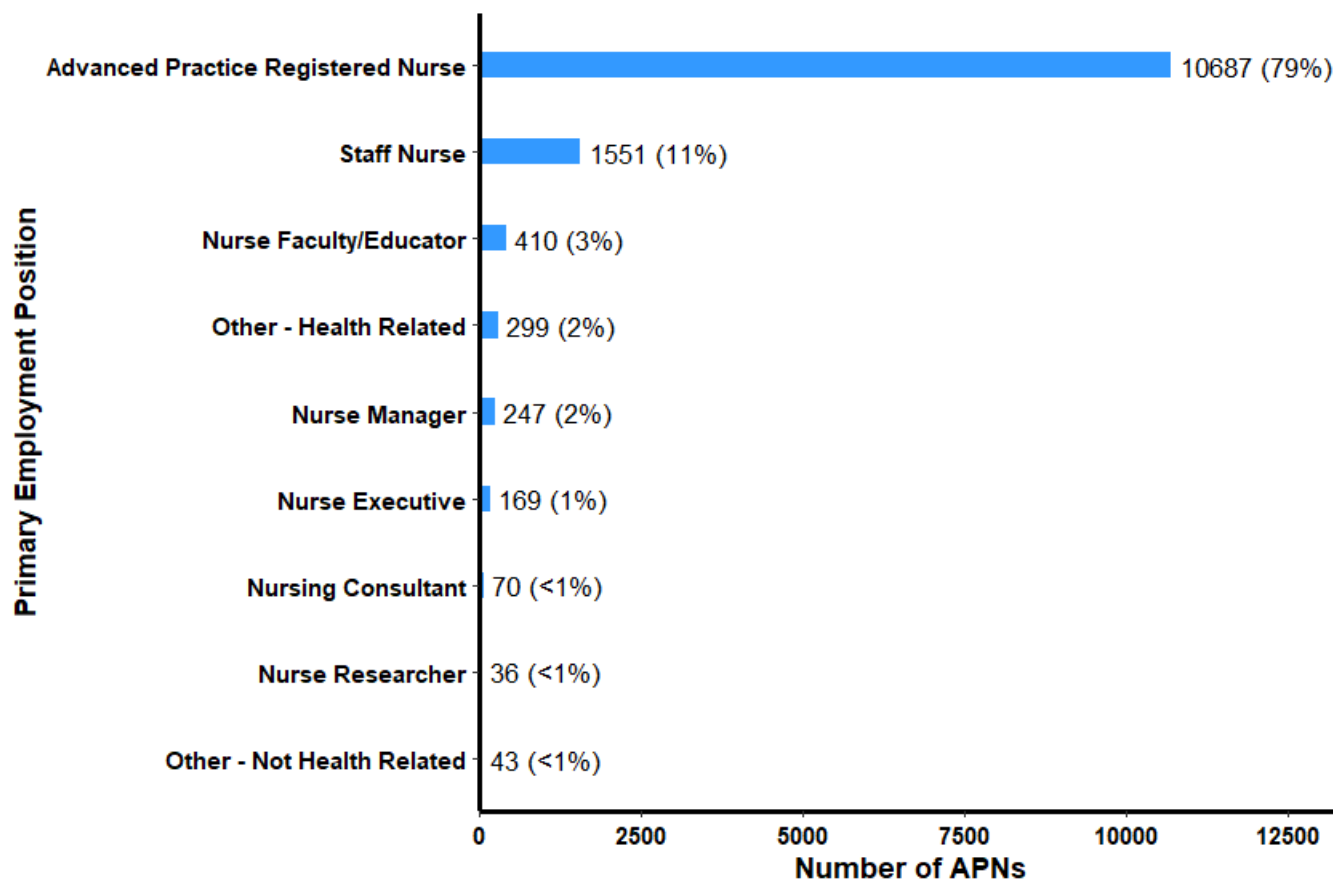
	N=12,676	%
1 position	9,587	76
2 positions	2,595	20
3 positions	494	4

*The 1,788 missing data are excluded.

Employment Position

Figure 2.7 depicts the primary employment position of 13,512 APN respondents. The figure shows 79% of the respondents reported that their primary employment position was as an APN.

Figure 2.7: APN Primary Employment Position*

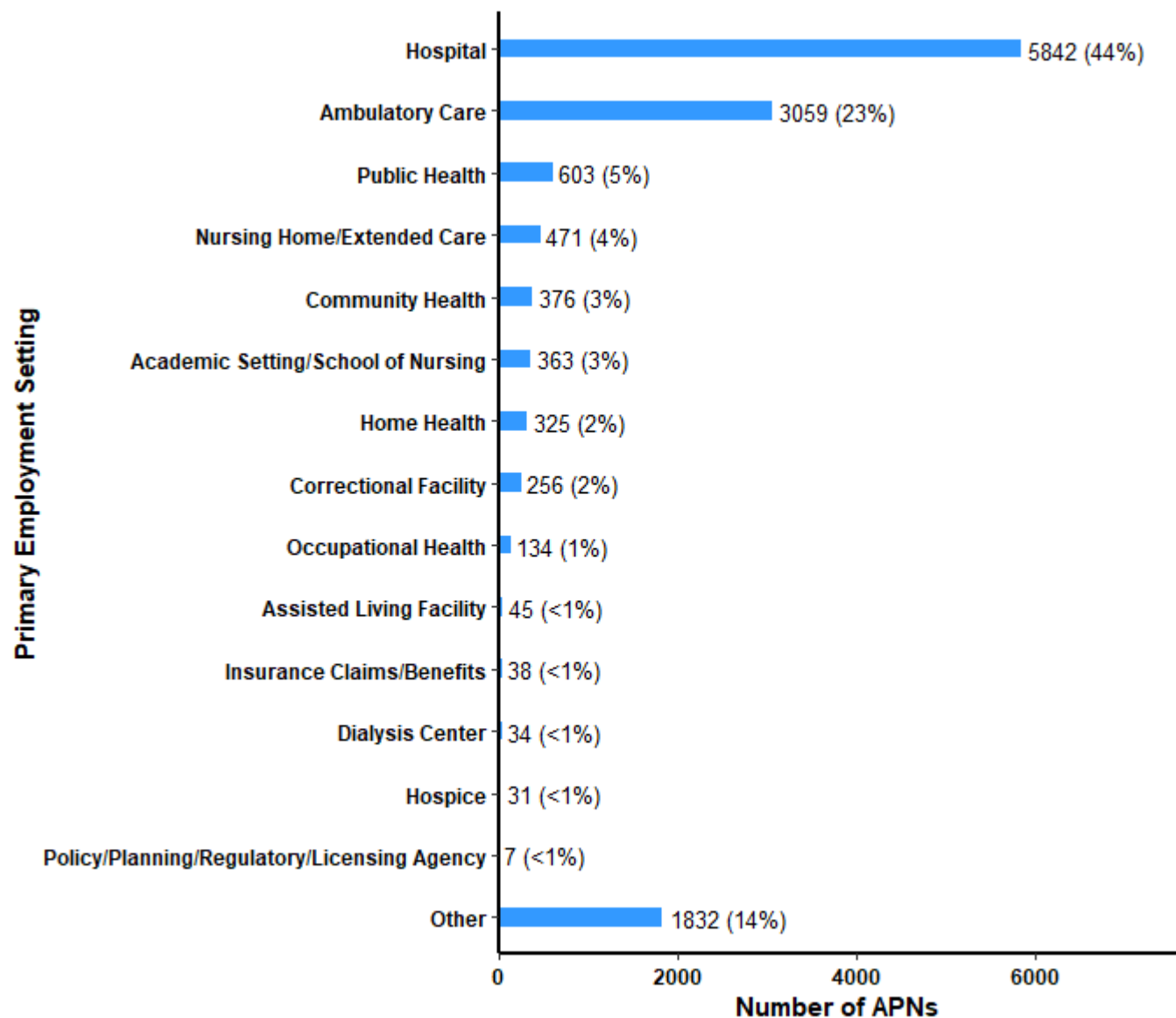


*The 952 missing data are excluded.

Employment Setting

Figure 2.8 depicts the primary employment setting of 13,416 APN respondents. The figure shows 44% of the respondents reported the hospital as their primary employment setting.

Figure 2.8: APN Primary Employment Setting*

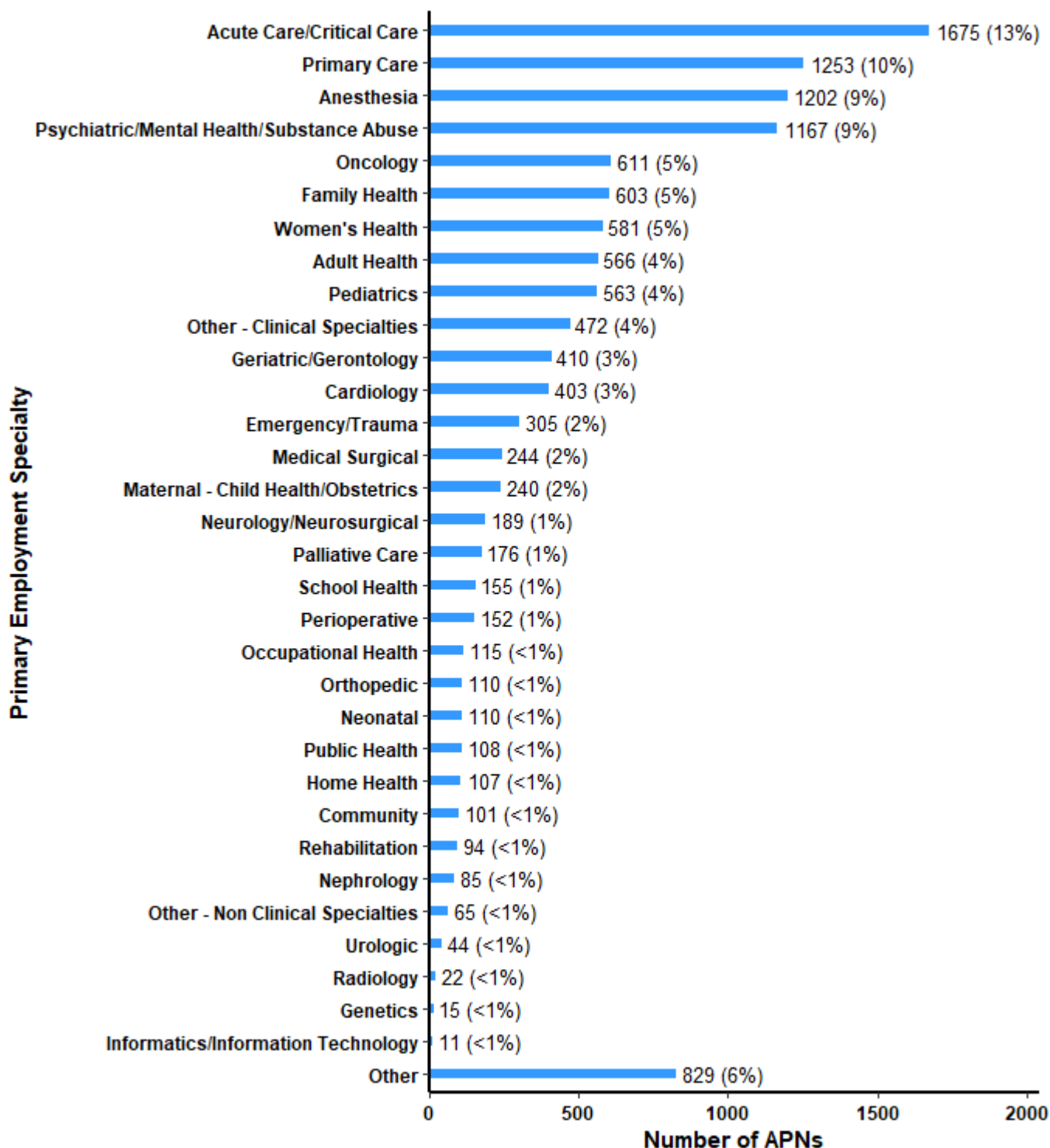


*The 1,048 missing data are excluded.

Employment Specialty

Figure 2.9 depicts the primary employment position specialty of 12,783 APN respondents. The figure shows 13% of the respondents classified their primary employment specialty as acute care/critical care.

Figure 2.9: APN Primary Employment Position Specialty*



*The 1,681 missing data are excluded.

Nurse Practitioners

The majority of APNs are identified as NPs. In this 2022-2023 survey period, there were 11,878 out of 14,464 APN respondents reported they were NPs. The data does not include those who reported two APN specialties (see **Table 2.10**).

Table 2.15 shows there were 10,421 out of 11,878 NP respondents reported their NP primary area of focus.

Table 2.15: Nurse Practitioner Specialty*

	N=10,421	%
Family	3,452	33
Adult/Gero Primary	2,694	26
Adult/Gero Acute	1,385	13
Psychiatric	929	9
Pediatrics	833	8
Women's Health	407	4
Other	721	7

*The 1,457 missing data are excluded.

In **Table 2.16**, 3,016 out of 11,878 NP respondents indicated that they are active in states other than New Jersey. It is important to note that New York allows for full practice authority.

Table 2.16: NPs Active in Other States

	N=3,016	%
New York	1,284	43
Pennsylvania	1,123	37
Delaware	72	2
Connecticut	22	<1
Other	475	16
Missing	40	1

Employment by County

Table 2.17 shows the counties where APN respondents were employed.

Table 2.17: APN Employment by County*

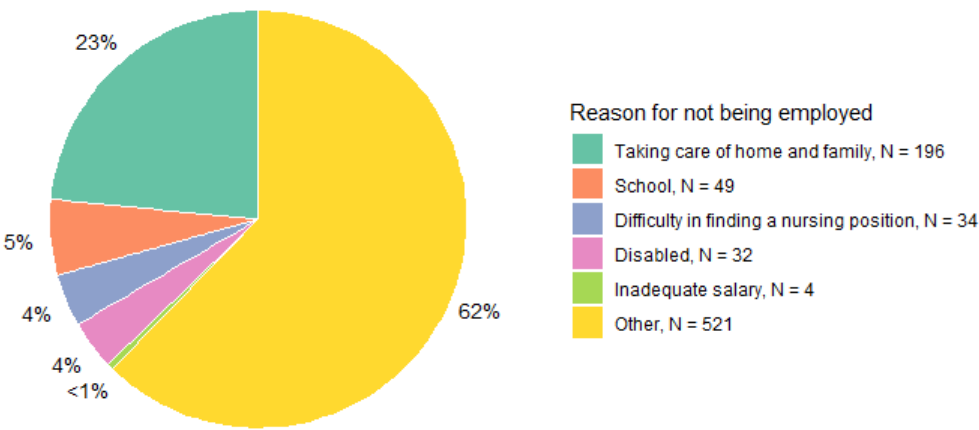
Employment County	Number of APNs
Atlantic	400
Bergen	1,063
Burlington	484
Camden	838
Cape May	79
Cumberland	141
Essex	880
Gloucester	217
Hudson	324
Hunterdon	84
Mercer	522
Middlesex	721
Monmouth	836
Morris	596
Ocean	431
Passaic	328
Salem	33
Somerset	280
Sussex	68
Union	386
Warren	69

*The 5,684 missing data are excluded

Unemployment

Figure 2.10 shows that 836 APNs reported a reason for not being employed. Of those, 23% indicated “taking care of home and family” as their primary reason, and 62% indicated other.

Figure 2.10: 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. There were 12,806 out of 14,464 APN respondents who answered this question. In response, 385 (3%) of APN respondents indicated a plan to retire within this time frame.

Table 2.18 identifies APN 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 years old, 23% intend to retire. The number of APN respondents in each age bracket is different from the numbers in Table 2.11 because Table 2.18 only includes APNs who reported their age and their intent to retire.

Table 2.18: APN Intent to Retire according to Age

Age	APN Respondents N=12,806	Intent to Retire N=385	*%
19-25	3	0	0
26-35	2,258	25	1
36-45	3,620	28	<1
46-55	3,003	21	<1
56-65	2,541	74	3
66-75	1,209	199	17
76-85	169	38	23
86+	3	0	0

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

Licensed Practical Nurse (LPN) Profile

In the 2022-2023 survey period, 21,067 LPNs responded out of New Jersey's 23,330 active licensed LPNs and 5,768 inactive LPNs. Of those 21,067 licensed LPNs, 20,444 were active while 623 were inactive. Respondents may have skipped questions, causing data in some tables and figures to add up to less than 21,067.

License Status

As shown in **Table 2.19**, 97% of 21,067 LPN respondents have an active LPN license, which renders them eligible to practice as an LPN in New Jersey.

Table 2.19: LPN License Status

	N=21,067	%
Active	20,444	97
Inactive	623	3

Table 2.20 describes the method by which LPN respondents attained their licensure. Those who attained their licensure via exam (87%) have graduated from an approved practical nursing program and have taken the NCLEX-PN examination in New Jersey. Those who attained their license via endorsement (12%) have first been licensed in another state.

Table 2.20: Basis for LPN Licensure

	N=21,067	%
Exam	18,255	87
Endorsement	2,426	12
Missing/No Data	386	2

Demographics

Table 2.21 shows the demographic characteristics of 21,067 LPN respondents. LPN respondents are primarily female (90%), over 61% are from diverse racial/ethnic backgrounds, and 71% are between 36-65 years of age. The mean age of the LPN respondents is 49.

Table 2.21: LPN Demographic Characteristics

Gender	N=21,067	%
Female	18,879	90
Male	2,184	10
Missing/No Data	4	<1
Race/Ethnicity		
White	8,138	39
Black/African American	7,564	36
Hispanic/Latino	2,058	10
Asian	1,439	7
Pacific Islander	111	1
American Indian	45	<1
Other	1,375	7
Missing/No Data	337	2
Age		
19-25	278	1
26-35	3,321	16
36-45	5,058	24
46-55	4,971	24
56-65	4,779	23
66-75	2,364	11
76-85	284	1
86+	12	<1

Employment Characteristics

Table 2.22 shows that there were 18,002 LPN 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 as a nurse or in a position that requires an LPN license.

Table 2.22: LPN Employment Status*

	N=18,002	%
Employed in nursing full-time	13,360	74
Employed in nursing part-time	1,544	9
Employed in nursing per diem	945	5
Unemployed, seeking work in nursing	875	5
Employed in a field other than Nursing	639	4
Retired	546	3
Volunteering (only) in nursing	93	<1

*The 3,065 missing data are excluded.

LPNs were asked to report the number of positions that they were currently employed as a nurse during that time period. **Table 2.23** indicates that 17% of 16,150 LPN respondents held multiple positions.

Table 2.23: Number of LPN Positions*

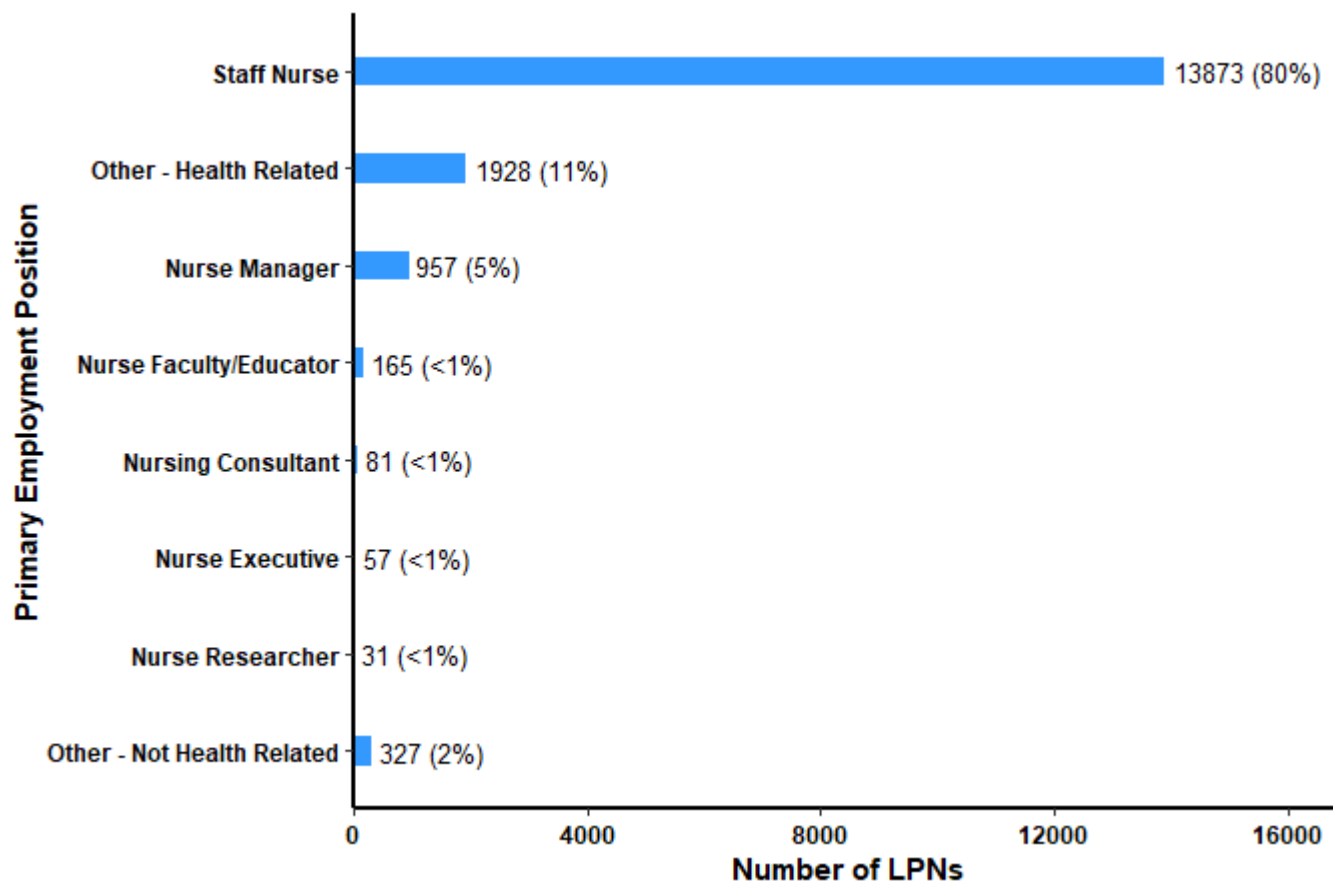
	N=16,150	%
1 position	13,398	83
2 positions	2,521	16
3 positions	231	1

*The 4,917 missing data are excluded.

Employment Position

Figure 2.11 depicts the primary employment position of 17,437 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*

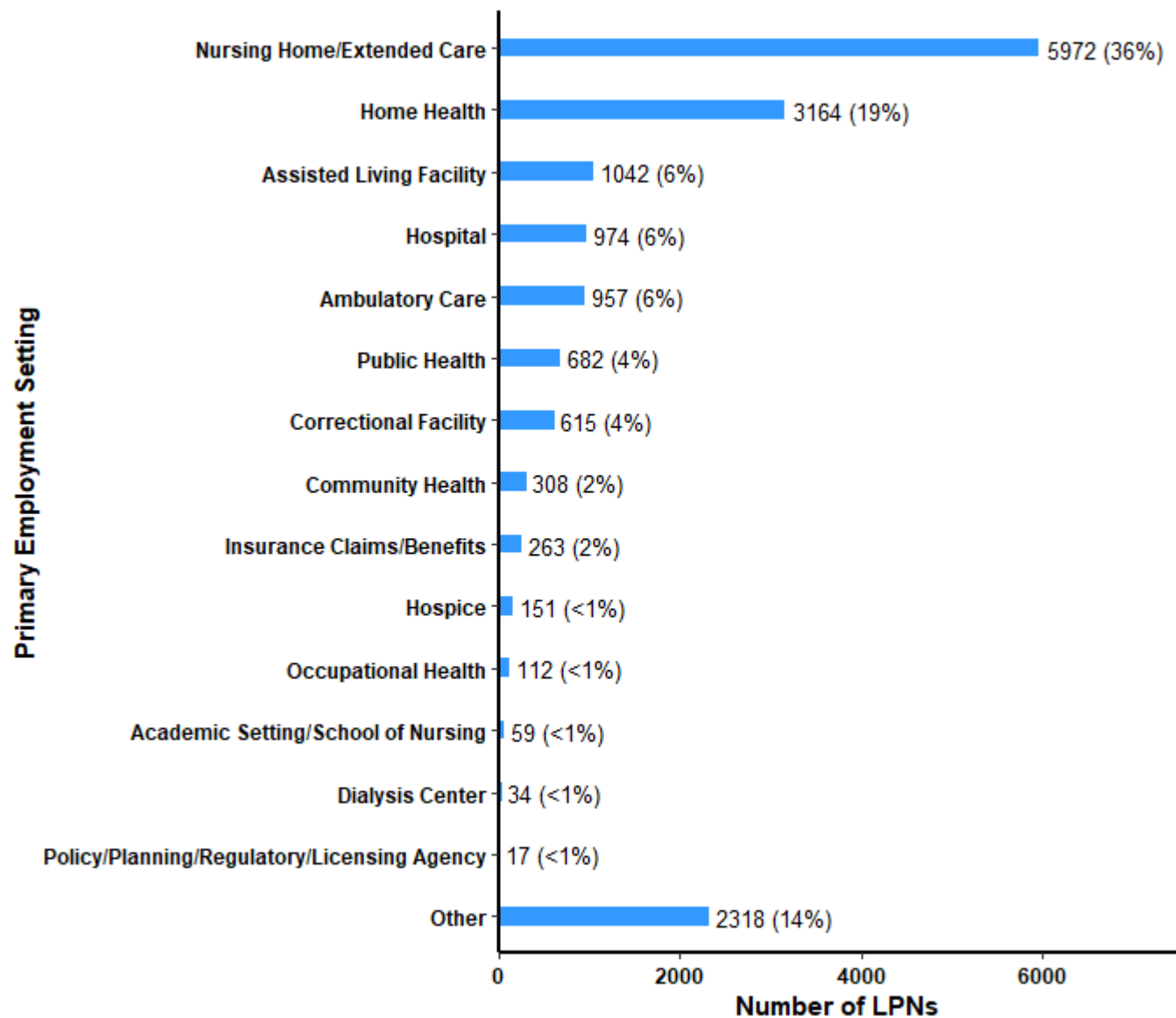


*The 3,630 missing/invalid data are excluded.

Employment Setting

Figure 2.12 depicts the primary employment setting of 16,668 LPN respondents. The figure shows 36% of the respondents reported a nursing home/extended care as their primary employment setting.

Figure 2.12: LPN Primary Employment Setting*

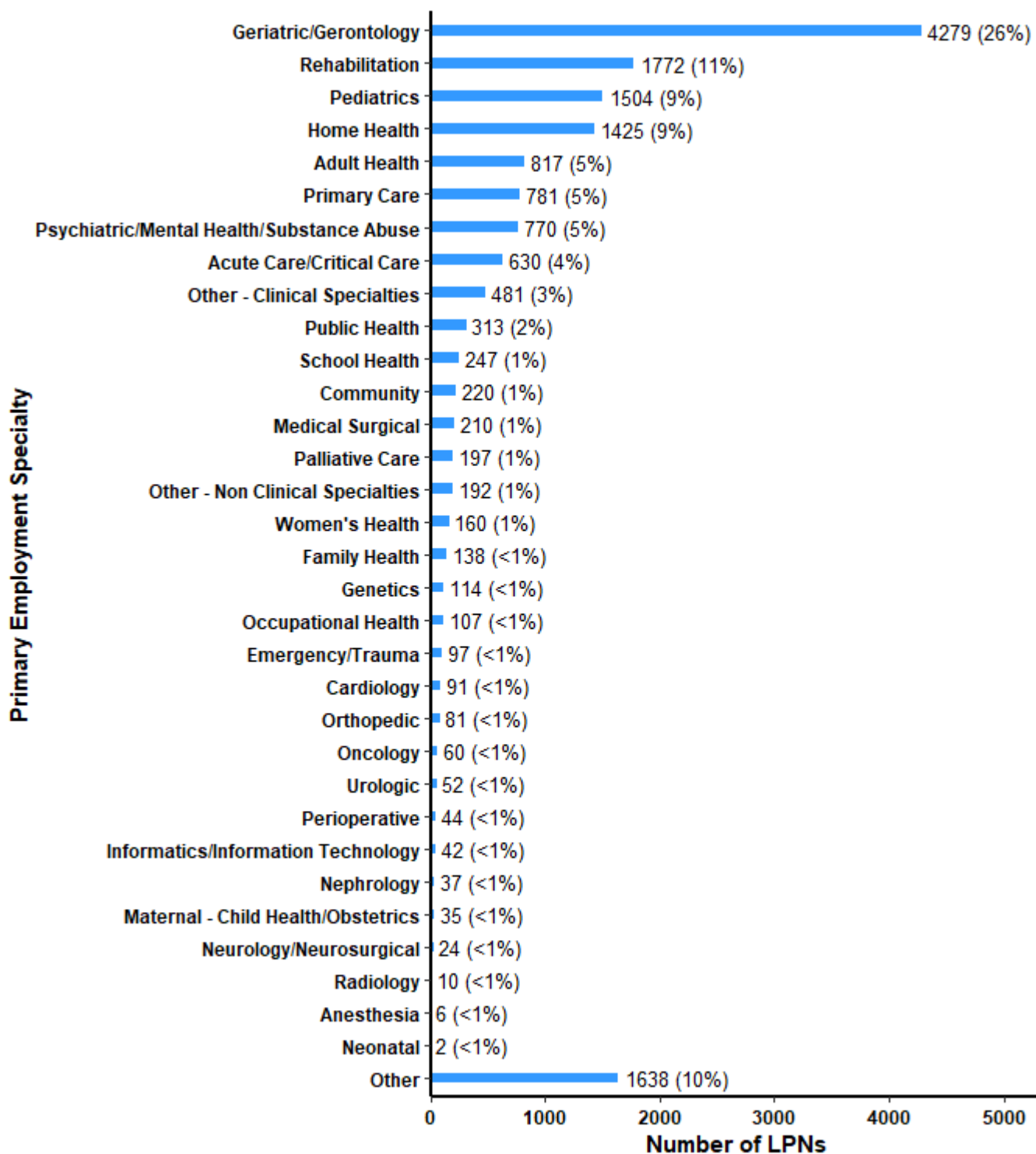


*The 4,399 missing data are excluded.

Employment Specialty

Figure 2.13 depicts the primary employment position specialty of 16,576 LPN respondents. Twenty-six percent reported geriatric/gerontology as their primary specialty.

Figure 2.13: LPN Primary Employment Position Specialty*



*The 4,491 missing data are excluded.

Employment by County

Table 2.24 shows the counties where LPN respondents were employed.

Table 2.24: LPN Employment by County

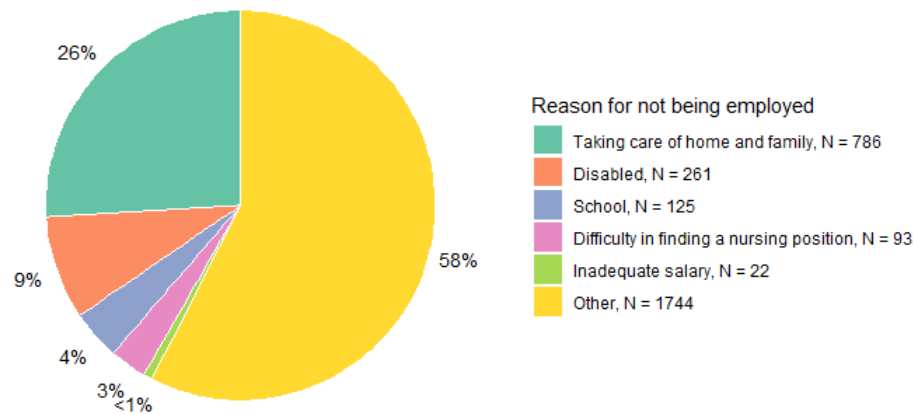
Employment County	Number of LPNs
Atlantic	828
Bergen	1,351
Burlington	1,123
Camden	1,237
Cape May	258
Cumberland	581
Essex	1,090
Gloucester	548
Hudson	378
Hunterdon	196
Mercer	853
Middlesex	1,305
Monmouth	1,248
Morris	756
Ocean	1,429
Passaic	530
Salem	152
Somerset	524
Sussex	191
Union	717
Warren	170

The 5,602 missing data are excluded*

Unemployment

Figure 2.14 shows that there were 3,031 LPNs who reported a reason for not being employed. Of those, 26% indicated “taking care of home and family” as their primary reason.

Figure 2.14: 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. There were 16,002 out of 21,067 LPN respondents who answered this question. In response, 688 (4%) of 16,002 LPN respondents indicated a plan to retire within this time frame.

Table 2.25 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, 17% intend to retire. The number of LPN respondents in each age bracket is different from the numbers in Table 2.21 because Table 2.25 only includes LPNs who reported their age and their intent to retire.

Table 2.25: LPN Intent to Retire According to Age

Age	LPN Respondents N=16,002	Intent to Retire N=688	*%
19-25	188	8	4
26-35	2,286	55	2
36-45	3,813	66	2
46-55	3,909	57	2
56-65	3,814	157	4
66-75	1,807	312	17
76-85	175	29	17
86+	10	4	40

*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.

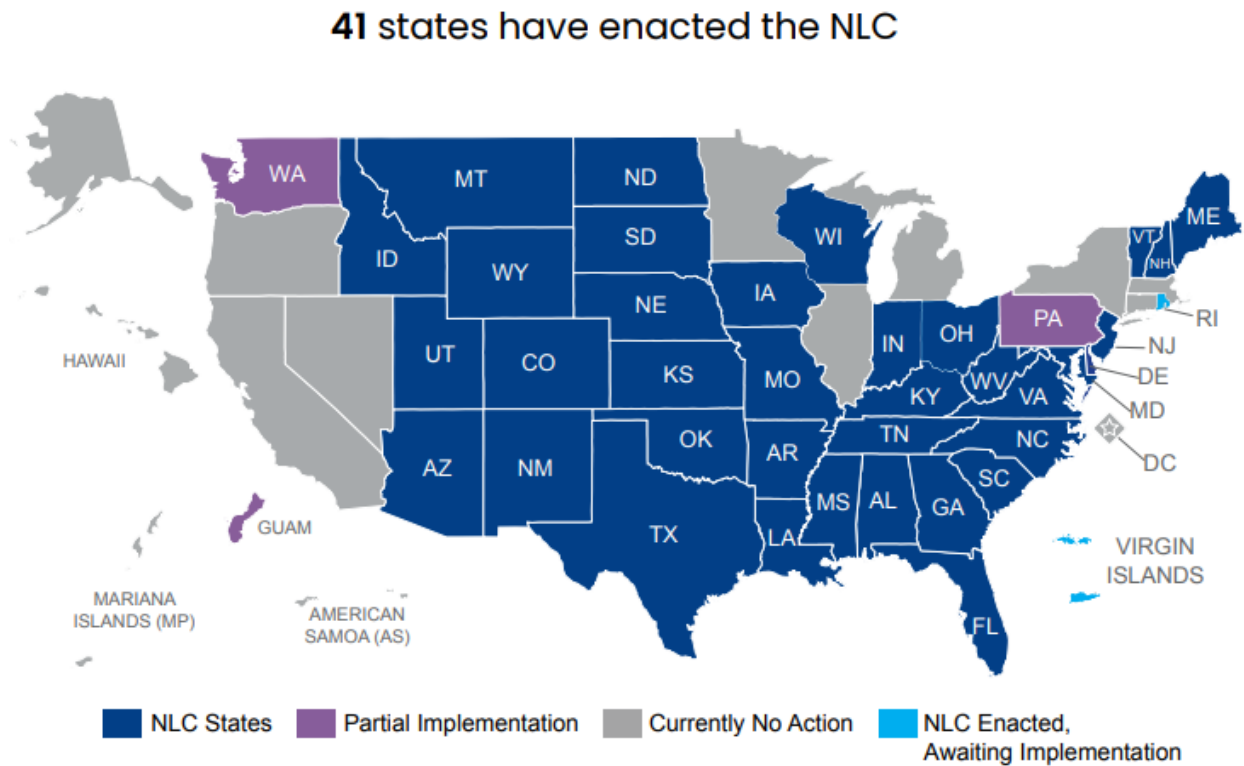
To be eligible for a New Jersey (New Jersey as the home state) issued multistate license, you must:

- 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 2.15 shows the map of 41 states which have enacted the Nurse Licensure Compact.

Figure 2.15: NLC Map



Note: 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 2.26 shows the state license status and primary state of residency for 21,067 LPNs, 113,435 RNs, and 14,464 APNs.

Table 2.26: State License Status and Residency

	LPN N=21,067	RN N=113,435	APN N=14,464
(1)Single state, declared residency	19,480 (92%)	94,232 (83%)	10,500 (73%)
(2)Single state, didn't declare residency	1,197 (6%)	15,525 (14%)	3,757 (26%)
(3)Multi-state compact license	390 (2%)	3,665 (3%)	207 (1%)
(4)Missing	0 (0%)	13 (<1%)	0 (0%)

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. APNs have to apply as a RN in NJ for multi-state licensure.

New Jersey Data from NCSBN National Survey

Every two years, the National Council of State Boards of Nursing (NCSBN) and the National Forum of State Nursing Workforce Centers conduct a national-level survey focused on the entire U.S. nursing workforce. The survey generates data on the supply of registered nurses (RNs) and licensed practical nurses (LPNs). This study involved mailing a randomized sample survey to licensed RNs and LPNs in most jurisdictions, including New Jersey. Data from RN and LPN respondents were collected between April 11, 2022, and September 30, 2022. Data included nurse demographics, educational attainment, employment, practice characteristics, and trends.

Results

In New Jersey, surveys were mailed to 5,304 RNs, yielding 861 responses (16.2% response rate). For LPNs, 5,228 surveys were mailed with 673 responses (12.9% response rate).

As shown in **Table 2.27**, the New Jersey (NJ) RN and LPN responses to the impact of COVID-19 on their employment were similar to the United States (US) RN and LPN responses. **Figure 2.15** shows the impact of COVID-19 on employment of RNs and LPNs.

Table 2.27: Impact of COVID-19 on Employment of RNs and LPNs

How did the COVID-19 pandemic impact your employment?	NJ RN n (%)	US RN (%)	NJ LPN n (%)	US LPN (%)
My workload increased	467 (57)	62	361 (57)	63
I became a travel nurse	21 (3)	5	13 (2)	4
I changed my practice setting	118 (14)	16	51 (8)	11
I started doing telehealth	39 (5)	6	19 (3)	5
I left nursing	22 (3)	3	25 (4)	4
I retired	80 (10)	6	61 (10)	6
The COVID-19 pandemic did not impact my employment	119 (15)	12	91 (14)	14
Other	137 (17)	17	136 (22)	17

As shown in **Table 2.28** and **Table 2.29**, the majority of RN and LPN respondents indicated that they felt emotionally drained from their work, used up at the end of the workday, and fatigued from their work daily or once to a few times throughout the week. While a majority of RN respondents also indicated they were burned out from their work daily or once to a few times throughout the week.

Table 2.28: RN Feelings related to Current Job Role

How frequently you have each feeling in relation to your role at your job?	Every day n (%)	Once/few times a week n (%)	Once/few times a month n (%)	Never/Few times a year n (%)
I feel emotionally drained from my work	184 (23)	278 (35)	164 (21)	158 (20)
I feel used up at the end of the workday	213 (27)	268 (34)	147 (19)	152 (19)
I feel fatigued when I get up and have to face another day on the job	196 (25)	237 (30)	157 (20)	192 (25)
I feel burned-out from my work	180 (23)	223 (29)	143 (18)	233 (30)
I feel like I'm at the end of my rope	103 (13)	175 (23)	151 (19)	347 (45)

Table 2.29: LPN Feelings related to Current Job Role

How frequently you have each feeling in relation to your role at your job?	Every day n (%)	Once/few times a week n (%)	Once/few times a month n (%)	Never/Few times a year n (%)
I feel emotionally drained from my work	128 (22)	204 (35)	125 (21)	131 (22)
I feel used up at the end of the workday	167 (29)	176 (30)	112 (19)	124 (21)
I feel fatigued when I get up and have to face another day on the job	139 (24)	174 (30)	133 (23)	138 (24)
I feel burned-out from my work	136 (23)	149 (25)	121 (21)	179 (31)
I feel like I'm at the end of my rope	80 (14)	110 (19)	89 (15)	302 (52)