



Rebuilding & Investing *in the Future Together*

NEW JERSEY COLLABORATING CENTER
FOR NURSING • ANNUAL REPORT

2023

STRATEGIC PLAN

2023-2024





"MY OBJECT IS LIKE NURSING IN NEW JERSEY BECAUSE..."

During the Summit, nurses were asked to relate an object to nursing. Their responses can be found in the graphics throughout this report.

QTIP

 Has many uses but many don't use it correctly

BATTERIES

 Needs constant energy to do job & needs recharging

LIGHTBULB

 Nursing is the light of healthcare, helps us see

OLD TV

 Some processes are antiquated / Has no control

KEY

 Can be copied & shared with others

PAINT

 Nursing is fluid & vibrant & promotes change

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, businesses, and industry in workforce solutions.
- Promote a positive image for nursing.



MESSAGE *from the* EXECUTIVE DIRECTOR



Dear Colleagues:

In 2023 NJCCN focused on rebuilding and investing in the nursing workforce post-acute pandemic. Addressing workforce solutions through collaboration and innovation was our key strategic goal. A data driven evidence-based approach provided us with our direction for 2023 into 2024. Engaging with nursing professional organizations, legislators, regulators, trade organizations, and non-profits played a crucial role in amplifying nursing's voice and shaping our direction for the year.

HIGHLIGHTS INCLUDED:

- Collaboration with the New Jersey Department of Labor (NJDOLE) and Workforce Development, Apprenticeship Office, the United States Department of Labor, and twenty-three hospitals to continue to provide a 12-month new nurse transition into practice program. First year turnover continues to be significantly lower than the national averages year over year. This is a testament to the power of investing collectively in new graduate nurses.
- Collaboration with the NJ Industry Partnerships, NJDOLE and Workforce Development, to provide a 12-month new nurse transition to practice program for new RNs and LPNs in long-term care (LTC) facilities. This program will be launched in early 2024.
- NJ-Nursing Emotional Well-Being (NJ-NEW) received state funding in July 2023 to continue its work in supporting the emotional well-being of all nurses in NJ.
- NJ Action Coalition (NJAC) began to connect Deans and Directors of NJ nursing programs with practice partners in long term care setting to increase clinical sites.
- Our new nursing supply and demand data report was released showing deficits in the nursing workforce which need to be addressed now and into the future.
- Data on consumer views on access to care in NJ and APN videos were released in 2023.
- Continued to advocate to improve work environments for nurses with a summit held in January 2024 with staff nurses and first line leaders across the continuum. Key professional nursing and trade

organizations made recommendations for innovative changes for the work environment.

- Released the Certified Home Health Aide (CHHA) report

IN 2024 WE WILL:

- Continue to implement and evaluate our transition to practice programs in acute care.
- Launch the transition to practice program for RNs and LPNs in long-term care facilities.
- Continue to advocate for improved access to care by eliminating restrictions to practice for APNs.
- Continue to seek funding to begin collecting Certified Nurses Aide (CNA) data.
- Continue to advocate for nurses across the continuum.

We will continue to work toward solutions to rebuild nursing through research, innovation, education, and advocacy. Please enjoy reading our most recent annual report.

VERY BEST REGARDS,

EDNA CADMUS, PhD, RN, NEA-BC, FAAN
Executive Director



NJCCN STAFF

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Nurse Scientist

Maria Zamora,
CPA, *Finance Manager*

NURSE RESIDENCY



On October 25, 2023, a REBOOT was coordinated by NJCCN for our Clinical Coordinators who are instrumental in organizing the nurse residency program at their hospitals. Our partners at Vizient met with the Clinical Coordinators to explore new strategies and tools. The Clinical Coordinators had an opportunity to share best practices and address challenges with this expert group.

NJCCN continues to offer a New Jersey (NJ) Nurse Residency Collaborative with twenty-three hospitals participating in 2023. This program provides a 12-month residency for new RN graduates using the Vizient/AACN model which is a program used in over six hundred hospitals nationally. A fourth GAINS grant was received from the New Jersey Department of Labor (NJDOL) and Workforce Development Office of Apprenticeship for 16 of 23 hospitals. Data for NJ shows that this program continues to reduce turnover (11%) in the first year and outperforms the national first year turnover rate of 28.7% in hospitals (NSI, 2023). This outcome demonstrates a Return on Investment (ROI) for organizations and confidence and competence for new RNs. *Four hospitals have been accredited this past year from American Nurses Credentialing Center (ANCC) in their Practice Transition Accreditation Program® (PTAP).

New nurses were surveyed as to how the residency program most positively impacted their role as a professional

nurse. Of the enrolled nurses, 57.7% responded to the survey at 12 months of employment. Overall, they identified it increased their confidence and helped them transition into a new role. Comments from the new RNs included:

“Confidence building and clarity about uncharted territories”

“Helped me transition tremendously from a new graduate to a new nurse.”

“It helped me realize that I am not alone in feeling fear as a new nurse.”

“Confidence in my practice”

“Provided an environment to safely practice skills and communicate concerns/needs.”

One area that continues to be identified as a stressor for new nurses are student loans. On their initial 6-month and 12-month survey, those that identify stressors, rate student loans over 40% of the time.

New Jersey Nurse Residency Collaborative Members 2023

- ATLANTICARE REGIONAL MEDICAL CENTER – CITY DIVISION
 - ATLANTICARE REGIONAL MEDICAL CENTER – MAINLAND DIVISION
 - CAPITAL HEALTH MEDICAL CENTER – HOPEWELL*
 - CAPITAL HEALTH REGIONAL MEDICAL CENTER*
 - COOPER UNIVERSITY HEALTH CARE
 - ENGLEWOOD HOSPITAL AND MEDICAL CENTER*
 - HOLY NAME MEDICAL CENTER*
 - HUDSON REGIONAL HOSPITAL
 - HUNTERDON MEDICAL CENTER
 - INSPIRA MEDICAL CENTER – ELMER
 - INSPIRA MEDICAL CENTER – VINELAND
 - INSPIRA MEDICAL CENTER – MULLICA HILL
 - JEFFERSON HEALTH – STRATFORD
 - JEFFERSON HEALTH – CHERRY HILL
 - JEFFERSON HEALTH – WASHINGTON TOWNSHIP
 - ROBERT WOOD JOHNSON UNIVERSITY HOSPITAL – RAHWAY
 - SALEM MEDICAL CENTER
 - UNIVERSITY HOSPITAL – NEWARK
 - VIRTUA MARLTON
 - VIRTUA MEMORIAL
 - VIRTUA OUR LADY OF LOURDES
 - VIRTUA WILLINGBORO
 - VIRTUA VOORHEES
- * ANCC accredited



NEW JERSEY NURSING SUMMIT • 2024

On January 10, 2024, NJCCN partnered with six nursing organizations in New Jersey to host the 2024 NJ Nursing Summit - Reimagining Healthcare Across the Continuum: Now and For the Future. The partnership included NJCCN, New Jersey State Nurses Association, Organization of Nurse Leaders of New Jersey, Home Care & Hospice Association, Health Care Association of NJ and the NJ Association Directors of Nursing Administration. There were ninety staff nurses and first-line leaders in attendance from the acute care, long term care, and home care settings. The purpose of this summit was to find solutions to improve the healthcare work environment in New Jersey. The summit was led by a facilitator to examine the key issues in nursing and explore innovative solutions. The summit was funded by NJ-NEW and the six organizations. The top three concerns identified across settings were:

1

HOW TO RECRUIT MORE NURSES?

2

HOW TO MAKE NURSING SERVICES BILLABLE?

3

HOW MIGHT WE BETTER TRAIN AND MENTOR NEW NURSES IN THE WORK ENVIRONMENT?

www.njccn.org/events/nj-nursing-summit



DATA REPORT

Educational Capacity

- In 2022 NJ graduated 1,551 LPN pre-licensure students.
- In 2022, NJ graduated 4,842 RN pre-licensure students.
- In 2022 NJ graduated 1,173 RN post-licensure graduates.

Number of schools that cannot increase enrollment (%)						
LPN	DIP	ADN Generic	ADN Bridge	BSN Generic	BSN Accel.	Pre-MSN
N=30	N=5	N=15	N=15	N=16	N=11	N=2
10 (33%)	2 (40%)	11 (73%)	7 (47%)	7 (44%)	4 (31%)	1 (50%)

N is the number of respondent schools.

Full-time faculty vacancies are 20% for LPN programs and 10% for RN programs in 2021-2022. These vacancies need to be filled to support current and future students.

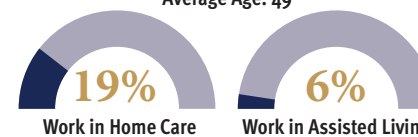
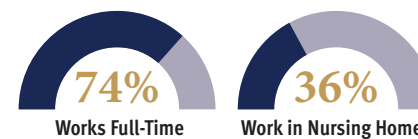
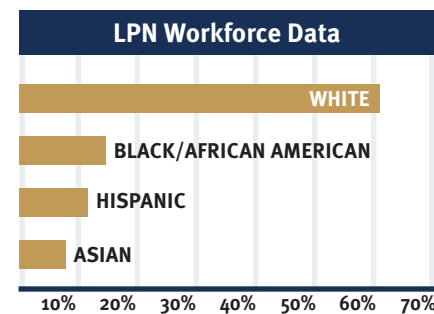
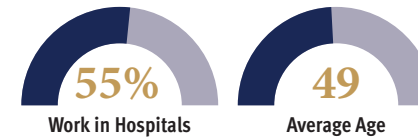
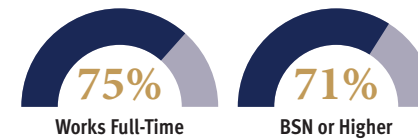
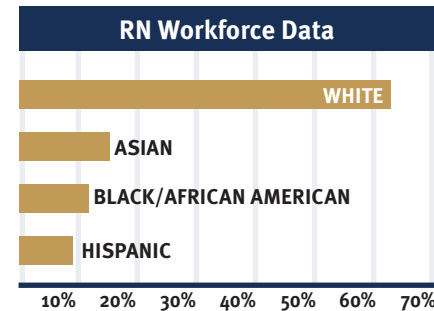
One Solution for Nurse Faculty

NJCCN surveyed schools of nursing and found that many schools were unaware of the Nursing Faculty Loan Redemption program provided by the Higher Education Student Assistance Authority (HESAA). Once aware, schools identified barriers, such as criteria were too restrictive, preventing nursing faculty from taking advantage of this benefit. To help support faculty with their state and federal loans a bill was introduced by Assemblyman L. Greenwald in the 220th legislature to modify the Nursing Faculty Loan Redemption Program. The bill A4614/ S3547 was approved by the Assembly and Senate and signed by the Governor. The new criteria will be made available in 2024 on their website www.hesaa.org.

Demand and Workforce Data

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. For the full report, visit www.njccn.org/nursing-workforce-supply-and-demand.

RN Job Posting Overview				Intent to Retire by 2024	
9,921	775	25 Days	4:1	LPNs	4%
Unique Postings	Employers Competing	Median Postings Duration	Posting Intensity	RNs	6%
41,414	45,576	Regional Average	Regional Average	APNs	3%
Total Postings	Total Employers	28 Days	3:1		



Explore our Nursing Workforce Interactive Dashboards to:

- View nursing workforce data, including demographics, employment settings, and education for LPNs, RNs, and APNs.
- Create nursing workforce reports based on indicators of your choice filtering by survey period and license type.
- Investigate specific subsets of nursing workforce data by selecting categories in sections such as race/ethnicity, gender, age, and county of employment.

To view our dashboards, visit www.njccn.org/nursing-dashboards.

Certified Home Health Aide Report

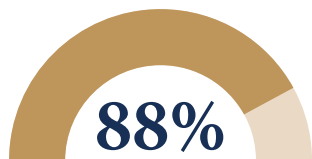
NJCCN's Certified Home Health Aide (CHHA) Report provides awareness into New Jersey's CHHA nursing workforce. The data were acquired from the New Jersey Board of Nursing 2023 certification renewal survey representing the 51,159 active CHHAs in New Jersey. www.njccn.org/home-health-aide. In 2023 there was a 15% decline in the number of CHHAs as compared to 2017. This is of concern with an aging population in the state.



For the full report, visit www.njccn.org/home-health-aide.

NOBC

NJCCN represents the state for the National Nurses on Boards Coalition (NOBC). NOBC is a direct response to the landmark Institute of Medicine (IOM) report which recommended increasing the number of nurse leaders in pivotal decision making roles to improve the health of everyone in America.



NJ GOAL (278) – WE ARE At 88%		
146 Nurses Interested in Serving on an Additional Board	319 Nurses Want to Serve	245 Counting Board Service

For more information, visit our website:
www.njccn.org/nurses-on-boards-coalition.



NJ-NEW

In 2023, NJCCN collaborated with

Senator Vitale's office to support the emotional well-being of nurses in the state. The 2023 state budget allocated 1.2 million dollars to support NJ-NEW initiatives. These programs need to continue to support the nursing workforce with their mental health and wellness. Visit www.njnew.org.

7 Conferences
15 Nursing Org. Presentations/Webinars
STRESS FIRST AID (SFA)
257 Trained 96 Organizations
VIRTUAL SCHWARTZ ROUNDS (VSR)
79 Sessions 5,000 Nurses Engaged

New Jersey Action Coalition (NJAC)

2023 NURSING STUDENT RECRUITMENT TOOLKIT

The education workgroup released a recruitment toolkit for nursing programs to address the Diversity, Equity, and Inclusion (DE&I) efforts in drawing new nursing students into their program. The toolkit also speaks to exploring each institution's Education Opportunity Fund to support socioeconomically disadvantaged students succeed in nursing programs.

CONNECTING LONG TERM CARE FACILITIES & SCHOOLS OF NURSING

NJAC worked with the Health Care Association of NJ to connect the Deans and Directors of NJ nursing programs to Long-Term Care clinical sites to help increase site placements and introduce nursing students to this environment. A website was developed to identify contacts at the long-term care organization and the types of populations that they serve. <https://njac.njccn.org/ltclinicalsites>



Awards

On December 1, 2023 Dr. Susan Weaver received the Organization of Nurse Leaders of NJ(ONL-NJ) Distinguished Service Award.

NJSNA honored Dr. Edna Cadmus, NJCCN Executive Director with the prestigious NJSNA Roll of Honor Award.

NJCCN Marketing

The Marketing Committee, comprised of NJCCN Board Members Dr. Peggy Dangerfield, Dr. Shanda Johnson, Dr. Laura Mularz, Dr. Donna Penn and led by Dr. Susan Weaver and Jennifer Polakowski, aims to elevate the visibility of NJCCN and establish it as a prominent data repository and catalyst for advancement and problem-solving in the nursing workforce. In 2023, NJCCN initiated the Nursing Insights Podcast series, hosted by Stephanie Olaso, RN, and released eight episodes. These podcasts featured discussions with new graduate nurses about their transition to practice and with APNs regarding eliminating restrictions to practice.

A series of APN (Advanced Practice Nurse) videos were released in 2023 to educate the public and legislators about the significance of removing APN barriers to practice to improve access to care. These videos are available at www.njccn.org/apn-videos.

Legislative Initiatives

Advocacy for nursing continued in 2023. Several bills were introduced or continued in the 220th legislative session. NJCCN testified on the S2825/A4325 the workforce bill and S1522/A2286 the access to care bill. Unfortunately, neither bills moved forward.

A consumer survey was conducted. It showed that 85% of the public strongly support eliminating barriers to practice for APNs. A modernization of the legislation and regulations needs to be addressed in the next legislative session.

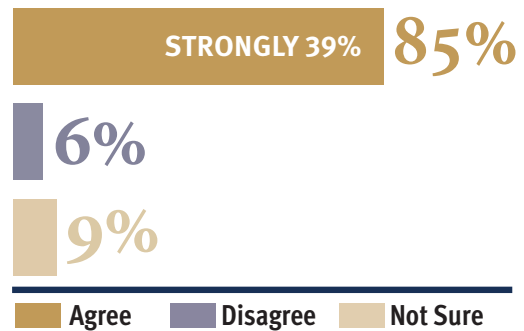
The Nurse Faculty Loan Redemption bill S3547/A4614 however was signed by the Governor. This bill will be implemented in 2024. NJCCN will continue to advocate for nursing in the 2024 session.

NJCCN participated and continues to participate with the Essential Jobs Essential Care Coalition to address direct care workers such as CNAs and CHHAs. One key area we are focused on is collecting data on CNAs specifically. Currently, NJ does not have basic demographic and workforce data that can assist identifying key regulatory and legislative changes needed to support this workforce segment. Over sixty organizations are engaged in this coalition.



Nurse Practitioners & Advanced Practice Nurses Can Help

The entire care sector is dealing with a severe staffing shortage. Consumers were asked the following question about APN practice: Nurse-practitioners and advanced practice nurses have the experience and qualifications to help treat patients with basic medical issues and help meet the rising demand for medical care.



	Overall	Party			Gender	
		Dem	Indy	GOP	M	F
Agree	85%	84	88	85	86	85
Strongly	39%	40	37	39	38	40

	Overall	Age		Race	
		<55	55+	White	Non W.
Agree	85%	85	85	85	84
Strongly	39%	40	38	38	42

	Overall	Location		
		Urban	Suburbs	Rural
Agree	85%	36	86	80
Strongly	39%	39	39	38

Publications

Weaver, S.H., Foley-Danecker, M., Cadmus, E., & Wurmsler, T. (2024). Reframing the Administrative Supervisor Role post COVID-19 pandemic. *Nurse Leader*, 22(1), 73-77

Weaver, S., de Cordova, P. B., Ravichandran, A., & Cadmus, E. (2023). Nursing Home Patient Safety Culture Perceptions among Licensed Practical Nurses in New Jersey. *Journal of Nursing Care Quality*, 38(3), 203-210. doi:10.1097/ncq.0000000000000684

Weaver, S., de Cordova, P., Vitale, T., Hargwood, P., & Salmond, S. (2023). Experiences and perceptions of nurses working night shift: a qualitative systematic review. *JBIC Evidence Synthesis*, 21(1), 33-97. doi: 10.11124/JBIES-21-00472

Cadmus, E., Bohnarczyk, N., & de Cordova, P. B., (2023). Transition Into Practice: Beyond Hospital Walls. *The Journal of Continuing Education in Nursing*, 2023;54(7):327-336

Presentations

April 2023 - Poster presentation of NJ Workforce data at the NJ Organization of Nurse Leaders Annual Meeting and Conference

June 2023 - Podium presentation on the Exploration of the LPN Workforce at the National Forum of State Nursing Workforce Centers Conference

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Organization of Nurse Leaders of NJ

NJ League for Nursing

Health Care Association of NJ

NJ State Nurses Association

NJ State Nurses Association

LPN Association of NJ

NJ State Nurses Association

Practitioner of Direct Care; JNESO

New Jersey Council of Associate Degree Nursing Programs

Association of Diploma Schools

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NJ State Nurses Association

Organization of Nurse Leaders of NJ

Practitioner of Direct Care

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Association of Diploma Schools

New Jersey League for Nursing



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