

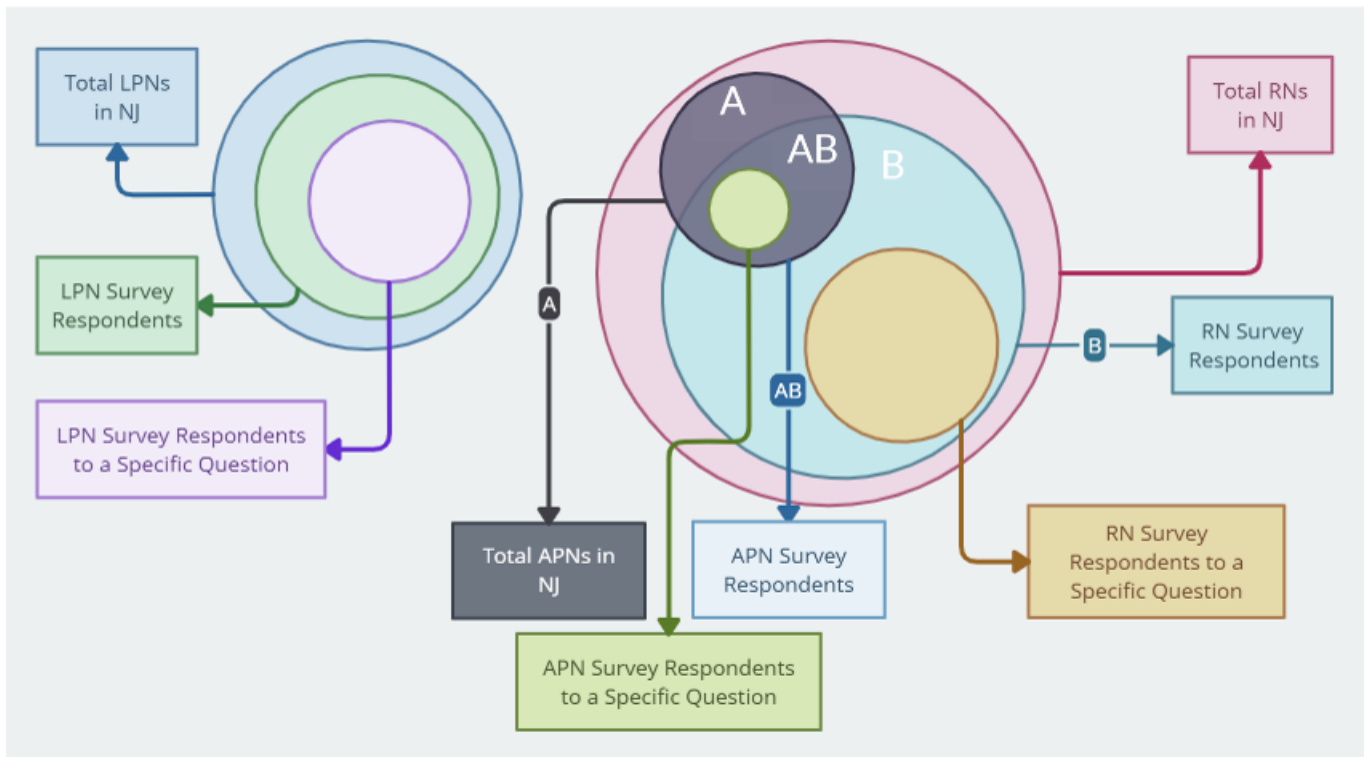
Chapter 2

Workforce Supply Data

The data for this chapter were acquired from 2023 and 2024 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 were 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 2023-2024 survey period, 114,437 RNs responded out of New Jersey's 144,344 active licensed RNs and 32,923 inactive RNs. Of those 114,437 RN respondents, 111,499 were active while 2,938 were inactive. Respondents may have skipped questions, causing data in some tables and figures to add up to less than 114,437.

License Status

Table 2.1 shows 111,499 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=114,437	%
Active	111,499	97
Inactive	2,938	3

Table 2.2 describes the method by which 114,437 RN respondents attained their licensure. Those who attained their licensure via exam (64%) have graduated from an approved school of nursing and taken the NCLEX-RN examination in New Jersey. Those who attained their license via endorsement (30%) have first been licensed in another state.

Table 2.2: Basis for RN Licensure

	N=114,437	%
Exam	72,844	64
Endorsement	34,660	30
Missing/No Data	6,933	6

Demographics

Table 2.3 shows the demographic characteristics of 114,437 RN respondents. RN respondents are primarily female and White, which is consistent with the national data (NCSBN, 2023). Sixty-two 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=114,437	%
Female	103,216	90
Male	11,201	10
Missing/No Data	20	<1
Race/Ethnicity		
White	69,438	61
Asian	17,392	15
Black/African American	12,600	11
Hispanic/Latino	8,140	7
Native Hawaiian or Other Pacific Islander	730	<1
American Indian/Alaska Native	125	<1
Other	4,665	4
Missing/Unknown	1,347	1
Age		
19-25	2,809	2
26-35	24,502	21
36-45	22,860	20
46-55	21,925	19
56-65	24,769	22
66-75	15,248	13
76-85	2,213	2
86+	111	<1

Education

Table 2.4 describes the highest level of nursing education held by 102,471 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 the 2023-2024 survey period, of the 102,471 RN respondents, 27% have a Diploma in nursing or an Associate’s Degree in nursing, and 72% have a Baccalaureate or higher degree in nursing.

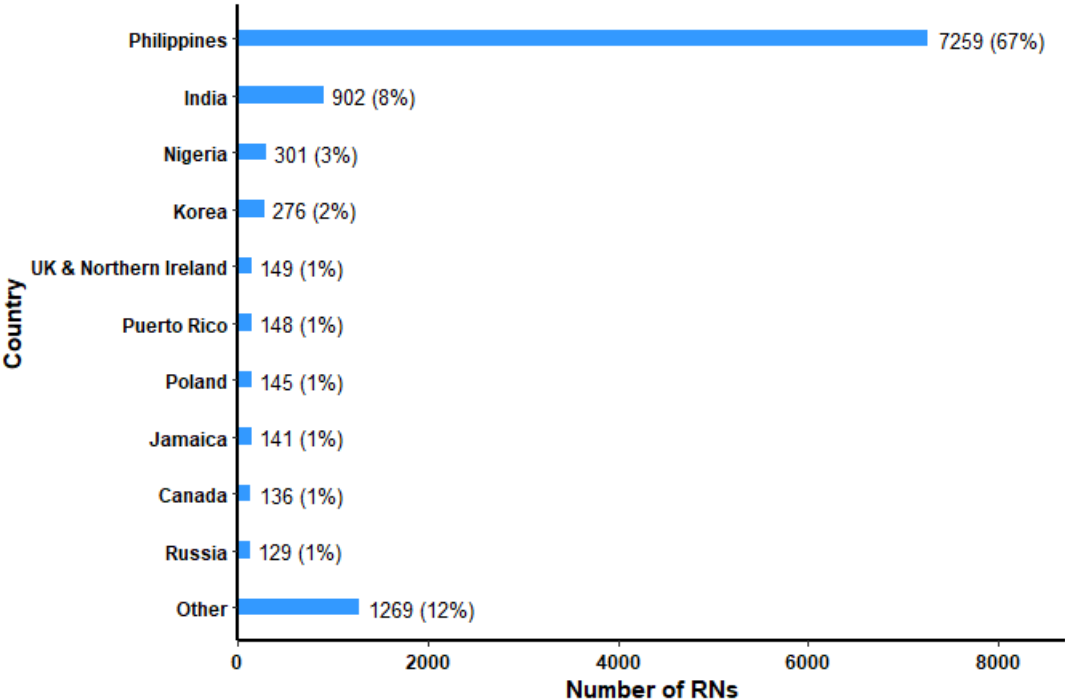
Table 2.4: RN Highest Level of Nursing Education

	N=102,471	%
Diploma in Nursing	4,184	4
Associate Degree in Nursing	23,659	23
Baccalaureate Degree in Nursing	62,701	61
Master’s Degree in Nursing	10,597	10
DNP, PhD, or Other Doctoral Degree in Nursing	1,330	1

The 11,966 missing/invalid data are excluded.

RNs were asked to report the country where they received their entry-level nursing education. A total of 103,410 RNs responded to this question. Of the 103,410 RN respondents, 92,555 received their entry-level nursing education in the United States. Among the remaining 10,855 respondents, the Philippines was the most common country for entry-level nursing education outside of the United States. **Figure 2.2** describes the 10,855 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 the employment status of 103,219 RN respondents. 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=103,219	%
Employed in nursing full-time	77,368	75
Employed in nursing part-time	9,143	9
Employed in nursing per diem	5,675	5
Retired	5,132	5
Unemployed, seeking work in nursing	3,005	3
Employed in a field other than nursing	2,233	2
Volunteering (only) in nursing	663	<1

The 11,218 missing data are excluded.

Table 2.6 shows the average number of hours worked in a typical week, reported by 94,058 RN respondents.

Table 2.6: Number of Weekly Work Hours

	N=94,058	%
34 Hours or Less	17,220	18
35-40 Hours	69,568	74
41-50 Hours	5,039	5
51 or More Hours	2,231	2

The 20,379 missing data are excluded.

RNs were asked to report the number of positions they held as a nurse during that time period. **Table 2.7** shows 15% of the 95,350 RN respondents held more than one nursing position.

Table 2.7: Number of Positions Held by RNs

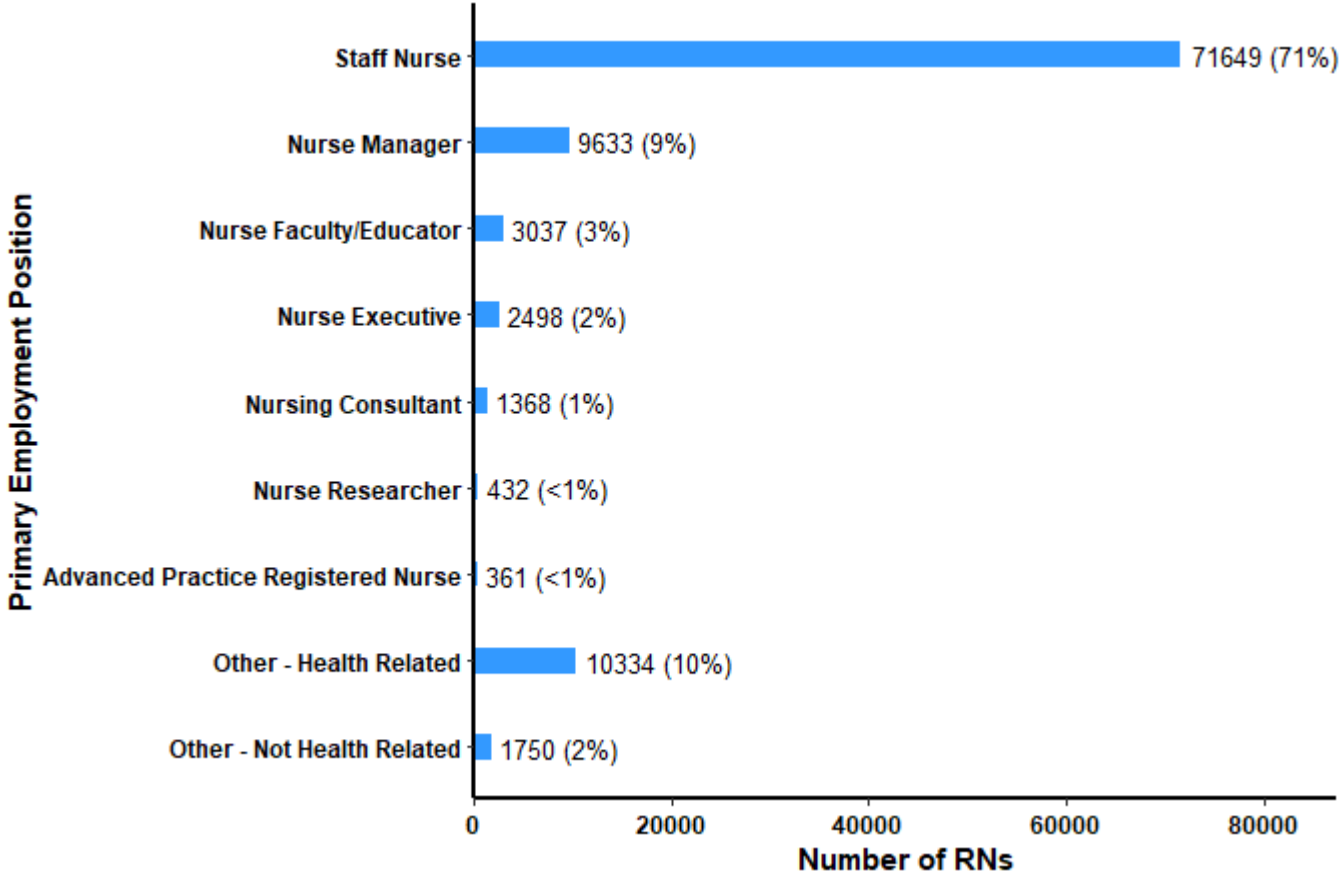
	N=95,350	%
1 position	80,468	84
2 positions	13,544	14
3 positions	1,338	1

The 19,087 missing data are excluded.

Employment Position

Figure 2.3 depicts the primary employment position of 101,062 RN respondents. The figure shows 71% of the respondents reported their primary employment position was as a staff nurse.

Figure 2.3: RN Primary Employment Position

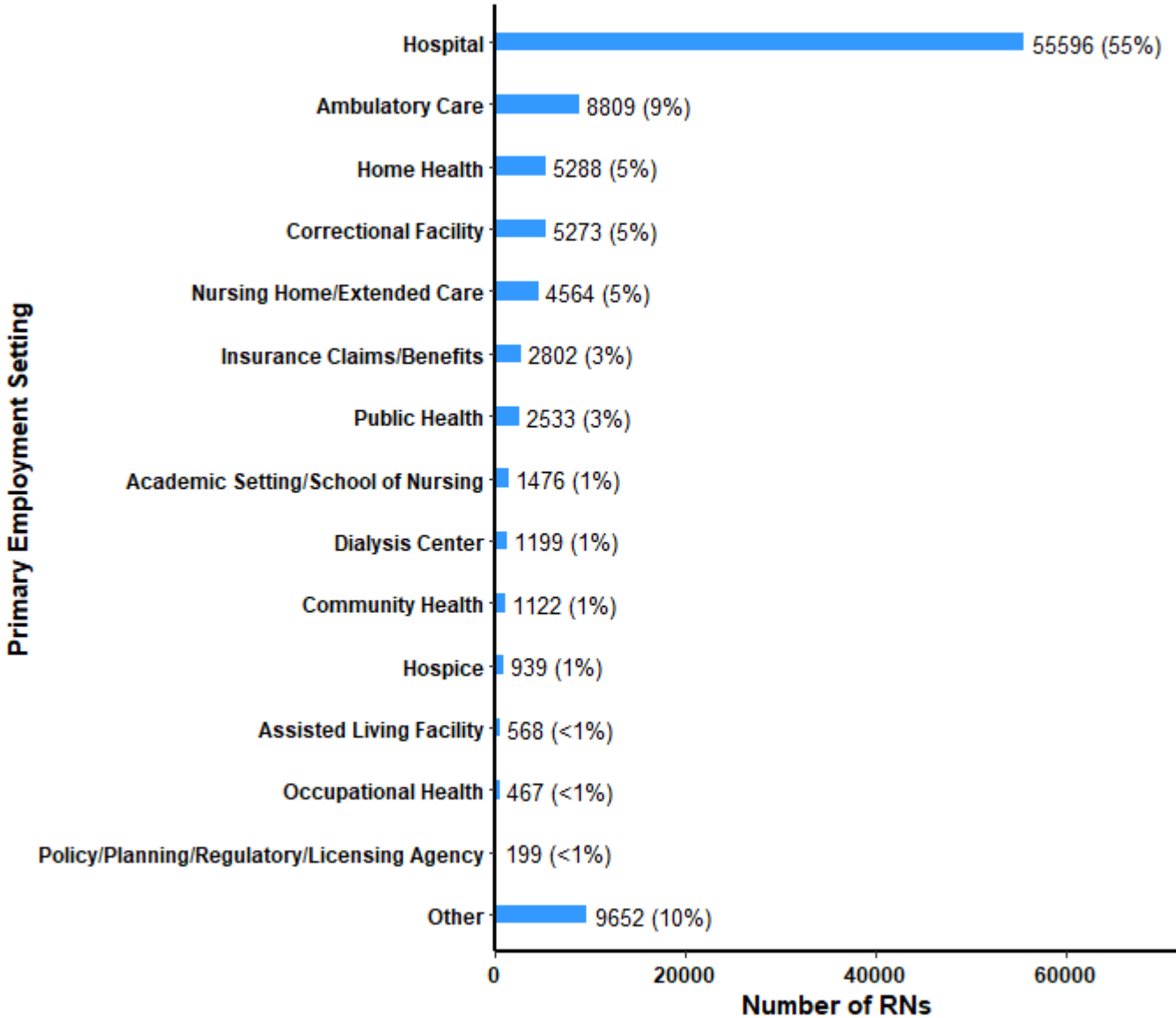


The 13,375 missing data are excluded.

Employment Setting

Figure 2.4 depicts the primary employment setting of 100,487 RN respondents. The figure shows 55% of the respondents reported the hospital as their primary employment setting.

Figure 2.4: RN Primary Employment Setting

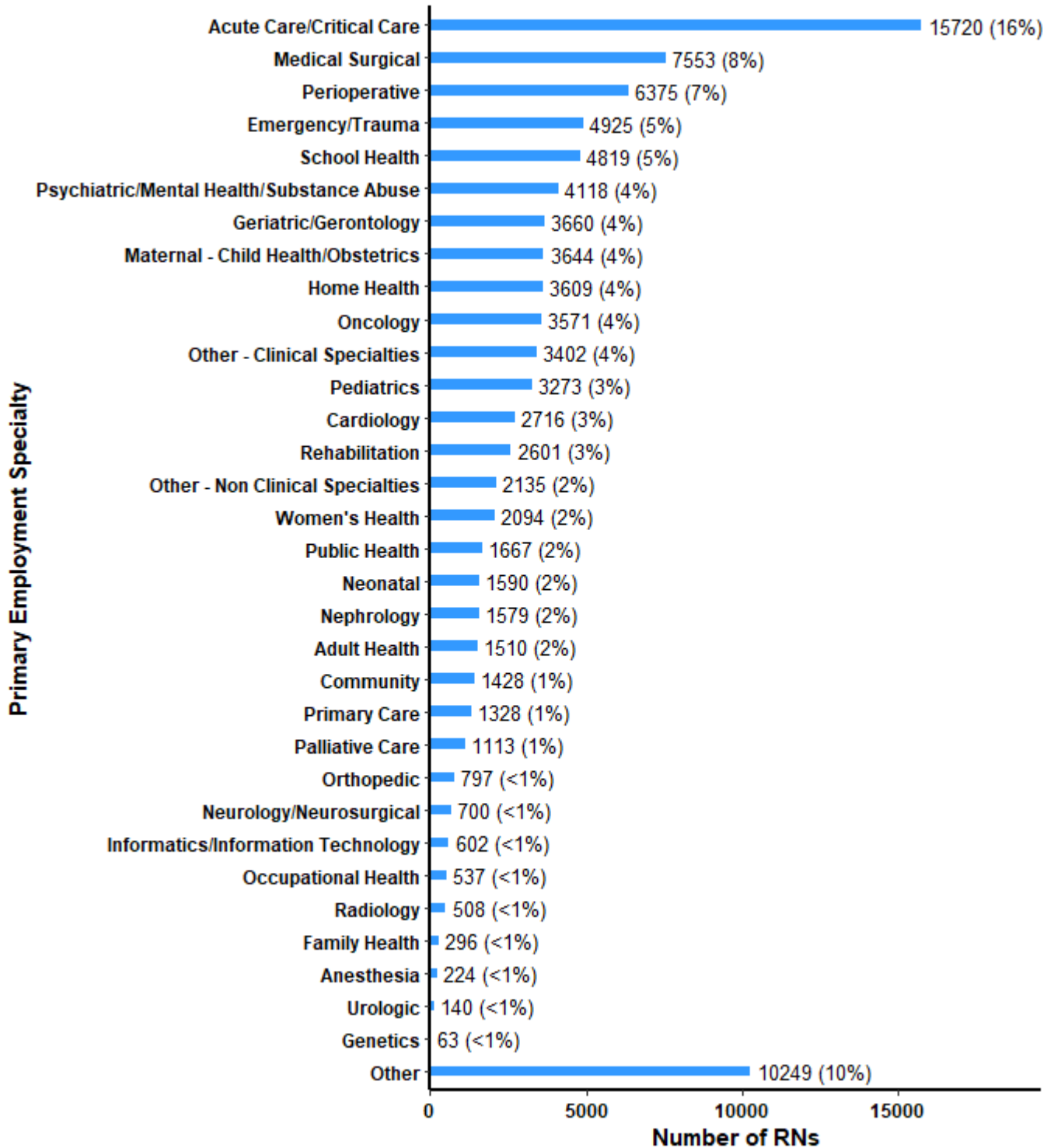


The 13,950 missing data are excluded.

Employment Specialty

Figure 2.5 depicts the primary employment position specialty of 98,546 RN respondents.

Figure 2.5: RN Primary Employment Position Specialty



The 15,891 missing data are excluded.

Employment by County

Table 2.8 shows the counties where 78,113 RN respondents were employed.

Table 2.8: RN Employment by County

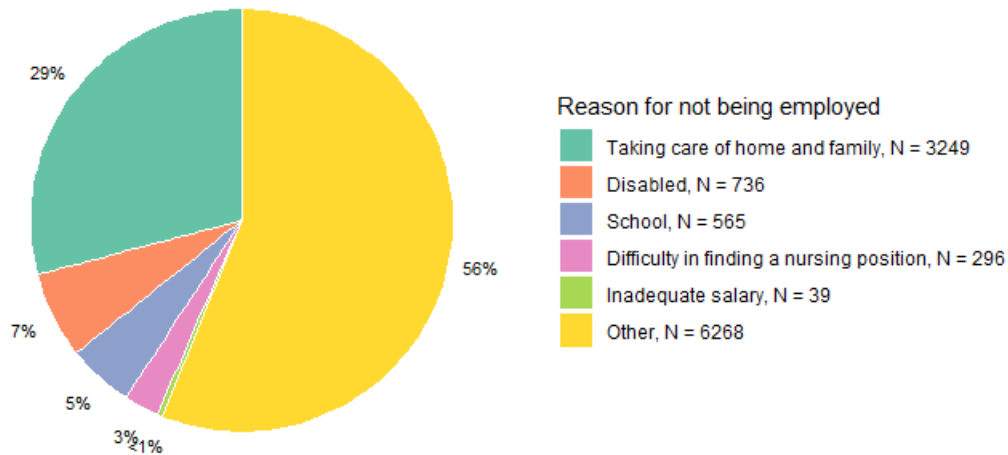
Employment County	Number of RNs
Atlantic	3,042
Bergen	9,049
Burlington	4,082
Camden	6,353
Cape May	647
Cumberland	1,571
Essex	7,897
Gloucester	1,975
Hudson	2,811
Hunterdon	878
Mercer	4,105
Middlesex	8,018
Monmouth	6,926
Morris	5,517
Ocean	4,455
Passaic	2,814
Salem	383
Somerset	2,302
Sussex	784
Union	3,594
Warren	700

The 36,324 missing data are excluded

Unemployment

Figure 2.6 shows 11,153 RNs reported a reason for 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 92,834 out of 114,437 RN respondents who answered this question. In response, 5,328 (6%) of 92,834 RN respondents indicated a plan to retire within this time frame.

Table 2.9 identifies RN respondents who declared an intent to retire by age bracket. Of nurses who are 66-75 years old, 25% intend to retire; of nurses who are 76-85 years old, 27% intend to retire. The number of RN respondents in each age bracket is different from the numbers in **Table 2.3** because **Table 2.9** only includes RNs who reported their age **and** their intent to retire.

Table 2.9: RN Intent to Retire According to Age

Age	RN Respondents N=92,834	Intent to Retire N=5,328	%
19-25	2,231	72	3
26-35	17,759	310	2
36-45	18,452	165	1
46-55	18,668	152	1
56-65	21,526	1,053	5
66-75	12,545	3,127	25
76-85	1,587	426	27
86+	66	23	35

Note: 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 credentials (NP/CRNA/CNS/CNM). RNs who selected one of these credentials were identified as APNs.

In the 2023-2024 survey period, 15,617 APNs responded out of New Jersey’s 16,317 actively licensed APNs and 3,034 inactive APNs. Of those 15,617 APN respondents, 15,370 were active while 247 were inactive. Respondents may skip questions, causing data in some tables and figures to add up to less than 15,617.

License Status

As shown in **Table 2.10**, 98% of 15,617 APN respondents have an active APN license.

Table 2.10: APN License Status

	N=15,617	%
Active	15,370	98
Inactive	247	2

APN Credentials

APN survey respondents were identified by their indication of one or more credentials. An APN may have multiple credentials; for example, a Nurse Practitioner may also be a Clinical Nurse Specialist. **Table 2.11** shows the credentials of 15,617 APN respondents.

Table 2.11: APN Credentials

	N=15,617
Nurse Practitioner (NP)	12,995
Certified Registered Nurse Anesthetist (CRNA)	1,439
Clinical Nurse Specialist (CNS)	654
Certified Nurse Midwife (CNM)	316
NP & CNS	86
NP & CNM	68
NP & CRNA	56
CNS & CRNA	2
Invalid	1

Demographics

Table 2.12 shows the demographic characteristics of 15,617 APN respondents. The majority are female and White, and between 36-55 years of age (54%). The mean age of APN respondents is 48.

Table 2.12: APN Demographic Characteristics

Gender	N=15,617	%
Female	13,959	89
Male	1,654	11
Missing/No Data	4	<1
Race/Ethnicity		
White	9,626	62
Asian	2,071	13
Black/African American	2,033	13
Hispanic/Latino	894	6
Native Hawaiian or Other Pacific Islander	79	<1
American Indian/Alaska Native	20	<1
Other	682	4
Missing/Unknown	65	<1
Age		
19-25	2	<1
26-35	2,662	17
36-45	4,839	31
46-55	3,560	23
56-65	2,837	18
66-75	1,493	10
76-85	214	1
86+	10	<1
Missing/Unknown	0	0

Education

Table 2.13 describes the highest degree of nursing education held by 14,597 APN respondents. Of those respondents, 84% have a Master's Degree and 14% have a DNP.

Table 2.13: APN Highest Level of Nursing Education

	N=14,597	%
Master's Degree in Nursing	12,256	84
Doctor of Nursing Practice	2,066	14
PhD	187	1
Other Doctoral Degree in Nursing	88	<1

The 1,020 missing/invalid data are excluded.

Employment Characteristics

Table 2.14 describes the employment status of 14,554 APN respondents. The table shows that 83% of the respondents were employed in nursing full-time, and 9% were employed in nursing part-time.

Table 2.14: APN Employment Status

	N=14,554	%
Employed in nursing full-time	12,045	83
Employed in nursing part-time	1,316	9
Employed in nursing per diem	539	4
Unemployed, seeking work in nursing	243	2
Retired	210	1
Employed in a field other than Nursing	144	1
Volunteering (only) in nursing	57	<1

The 1,063 missing data are excluded.

Table 2.15 shows the average number of hours worked in a typical week, reported by 13,831 APN respondents.

Table 2.15: Number of Weekly Work Hours

	N=13,831	%
34 Hours or Less	2,563	19
35-40 Hours	9,548	69
41-50 Hours	1,219	9
51 or More Hours	501	4

The 1,786 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 2.16** indicates that 24% of 13,738 APN respondents held more than one position.

Table 2.16: Number of Positions Held by APNs

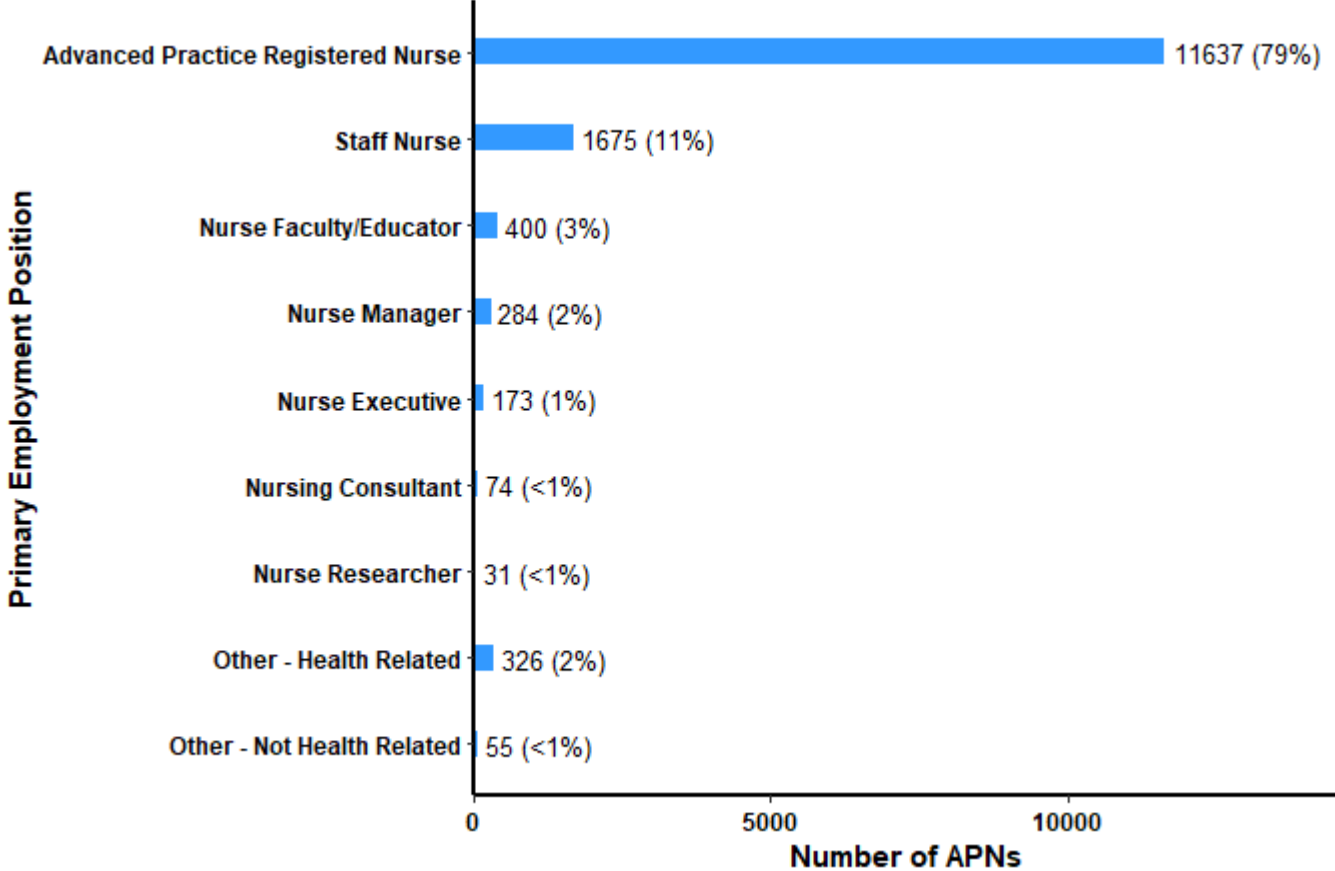
	N=13,738	%
1 position	10,448	76
2 positions	2,775	20
3 positions	515	4

The 1,879 missing data are excluded.

Employment Position

Figure 2.7 depicts the primary employment position of 14,655 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

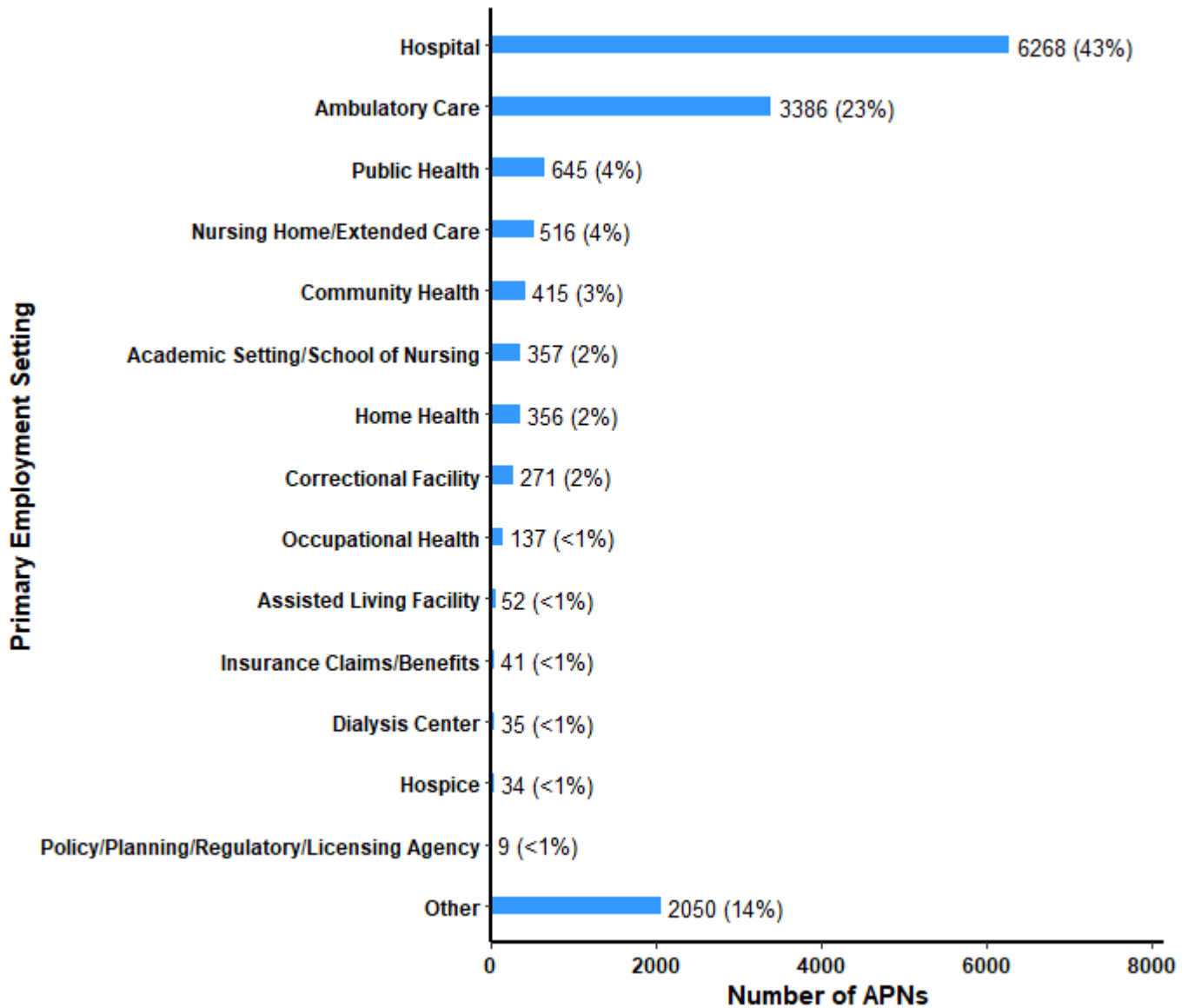


The 962 missing data are excluded.

Employment Setting

Figure 2.8 depicts the primary employment setting of 14,572 APN respondents. The figure shows 43% of the respondents reported the hospital as their primary employment setting.

Figure 2.8: APN Primary Employment Setting

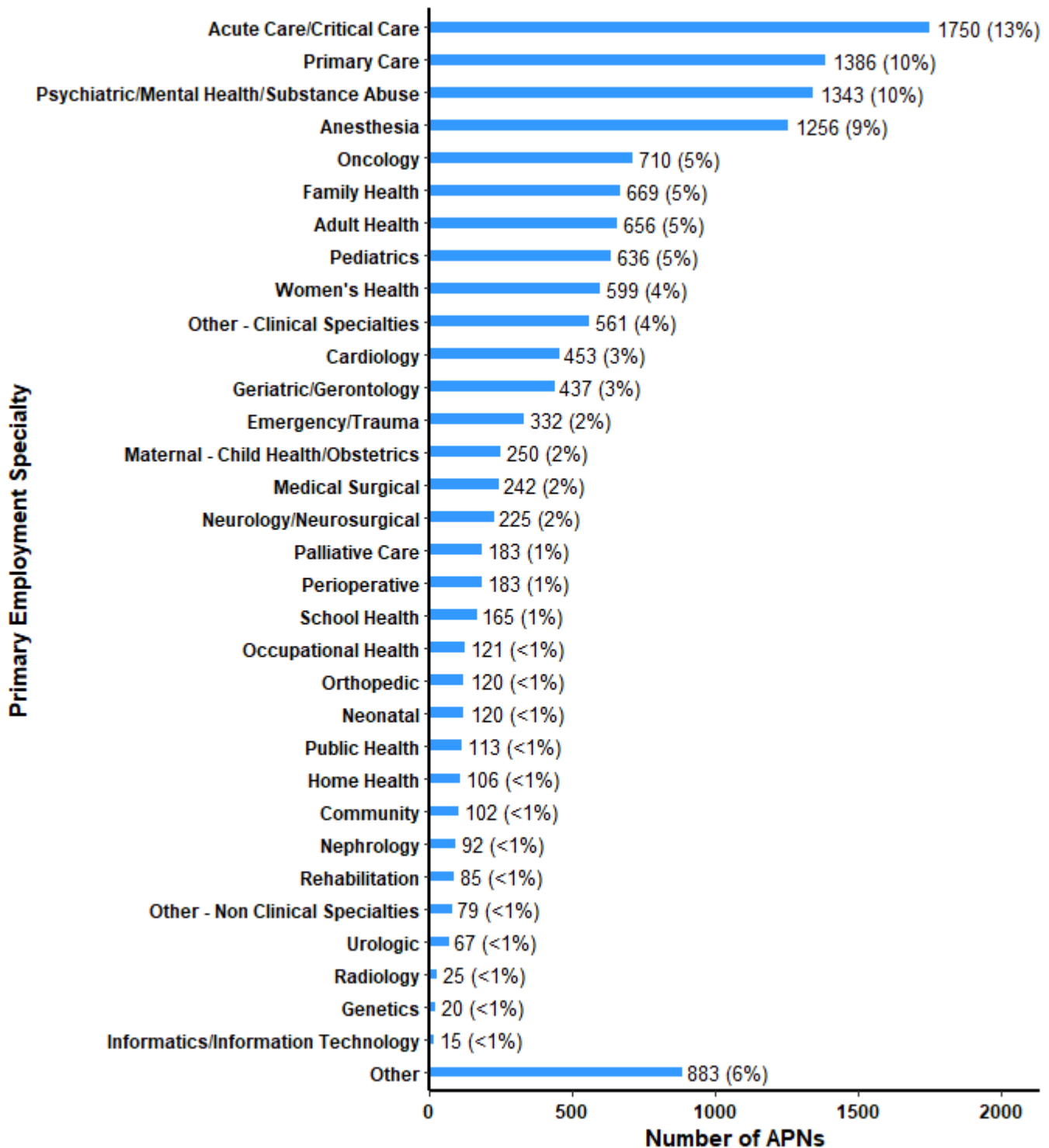


The 1,045 missing data are excluded.

Employment Specialty

Figure 2.9 depicts the primary employment position specialty of 13,984 APN respondents.

Figure 2.9: APN Primary Employment Position Specialty



The 1,633 missing data are excluded.

Nurse Practitioners

In this 2023-2024 survey period, 12,995 (83%) of the 15,617 APN respondents are NPs. The data does not include those with more than one credential (see **Table 2.11**).

Table 2.17 shows the NP specialty of 11,629 of the 12,995 NP respondents.

Table 2.17: Nurse Practitioner Specialty

	N=11,629	%
Family	3,940	34
Adult/Gero Primary	2,926	25
Adult/Gero Acute	1,524	13
Psychiatric	1,140	10
Pediatrics	895	8
Women's Health	432	4
Other	772	7

The 1,366 missing data are excluded.

Table 2.18 shows 3,500 (27%) of the 12,995 NP respondents indicated that they are active in states other than New Jersey. It is important to note that New York, Delaware, and Connecticut allow for full practice authority.

Table 2.18: NPs Active in Other States

	N=3,500	%
New York	1,536	44
Pennsylvania	1,263	36
Delaware	74	2
Connecticut	35	1
Other	541	15
Missing	51	1

Employment by County

Table 2.19 shows the counties where 9,447 APN respondents were employed.

Table 2.19: APN Employment by County*

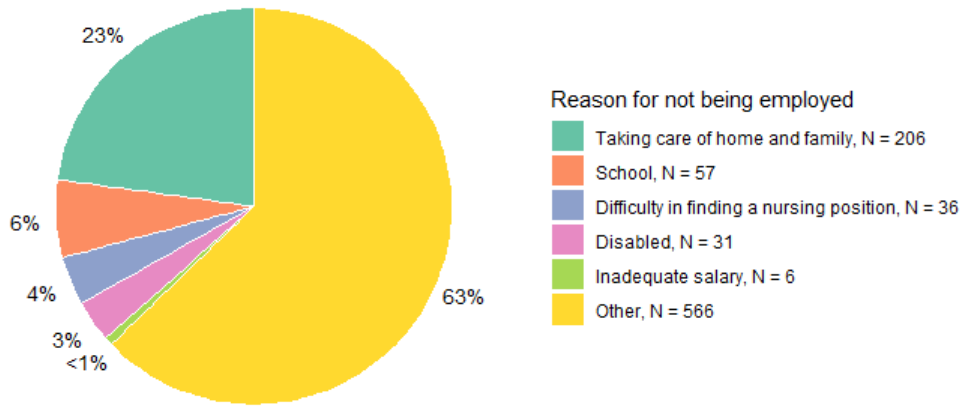
Employment County	Number of APNs
Atlantic	419
Bergen	1,136
Burlington	526
Camden	892
Cape May	77
Cumberland	150
Essex	959
Gloucester	241
Hudson	359
Hunterdon	92
Mercer	541
Middlesex	776
Monmouth	905
Morris	631
Ocean	466
Passaic	355
Salem	33
Somerset	307
Sussex	71
Union	441
Warren	70

The 6,170 missing data are excluded

Unemployment

Figure 2.10 shows 902 APNs reported a reason for not being employed. Of those, 23% indicated “taking care of home and family” as their primary reason, and 63% 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 13,915 out of 15,617 APN respondents who answered this question. In response, 406 (3%) of APN respondents indicated a plan to retire within this time frame.

Table 2.20 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 2.12 because Table 2.20 only includes APNs who reported their age and their intent to retire.

Table 2.20: APN Intent to Retire according to Age

Age	APN Respondents N=13,915	Intent to Retire N=406	%
19-25	1	0	0
26-35	2,303	26	1
36-45	4,269	33	<1
46-55	3,193	26	<1
56-65	2,600	67	3
66-75	1,361	206	17
76-85	181	47	23
86+	7	1	<1

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

Licensed Practical Nurse (LPN) Profile

In the 2023-2024 survey period, 20,965 LPNs responded out of New Jersey's 23,185 active licensed LPNs and 5,884 inactive LPNs. Of those 20,965 LPN respondents, 20,619 were active while 346 were inactive. Respondents may skip questions, causing data in some tables and figures to add up to less than 20,965.

License Status

Table 2.21 shows 98% of 20,965 LPN respondents have an active LPN license, which renders them eligible to practice as an LPN in New Jersey.

Table 2.21: LPN License Status

	N=20,965	%
Active	20,619	98
Inactive	346	2

Table 2.22 describes the method by which LPN respondents attained their licensure. Those who attained their licensure via exam (85%) 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 (11%) have first been licensed in another state.

Table 2.22: Basis for LPN Licensure

	N=20,965	%
Exam	17,874	85
Endorsement	2,351	11
Missing/No Data	740	4

Demographics

Table 2.23 shows the demographic characteristics of 20,965 LPN respondents. The majority of LPN respondents are female and from diverse racial/ethnic backgrounds. The mean age of the LPN respondents is 49.

Table 2.23: LPN Demographic Characteristics

Gender	N=20,965	%
Female	18,793	90
Male	2,168	10
Missing/No Data	4	<1
Race/Ethnicity		
Black/African American	7,826	37
White	7,752	37
Hispanic/Latino	2,131	10
Asian	1,436	7
Native Hawaiian or Other Pacific Islander	111	<1
American Indian/Alaska Native	42	<1
Other	1,402	7
Missing/No Data	265	1
Age		
19-25	278	1
26-35	3,277	16
36-45	5,161	25
46-55	4,899	23
56-65	4,680	22
66-75	2,366	11
76-85	298	1
86+	6	<1

Employment Characteristics

Table 2.24 describes the employment status of 18,225 LPN respondents. The table shows that 75% respondents were employed in nursing full-time, and 8% were employed in nursing part-time.

Table 2.24: LPN Employment Status

	N=18,225	%
Employed in nursing full-time	13,638	75
Employed in nursing part-time	1,533	8
Employed in nursing per diem	987	5
Unemployed, seeking work in nursing	841	5
Employed in a field other than Nursing	622	3
Retired	511	3
Volunteering (only) in nursing	93	<1

The 2,740 missing data are excluded.

Table 2.25 shows the average number of hours worked in a typical week, reported by 16,482 LPN respondents.

Table 2.25: Number of Weekly Work Hours

	N=16,482	%
34 Hours or Less	3,402	21
35-40 Hours	11,130	68
41-50 Hours	1,162	7
51 or More Hours	788	5

The 4,483 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 2.26** indicates that 17% of 16,452 LPN respondents held more than one position.

Table 2.26: Number of LPN Positions*

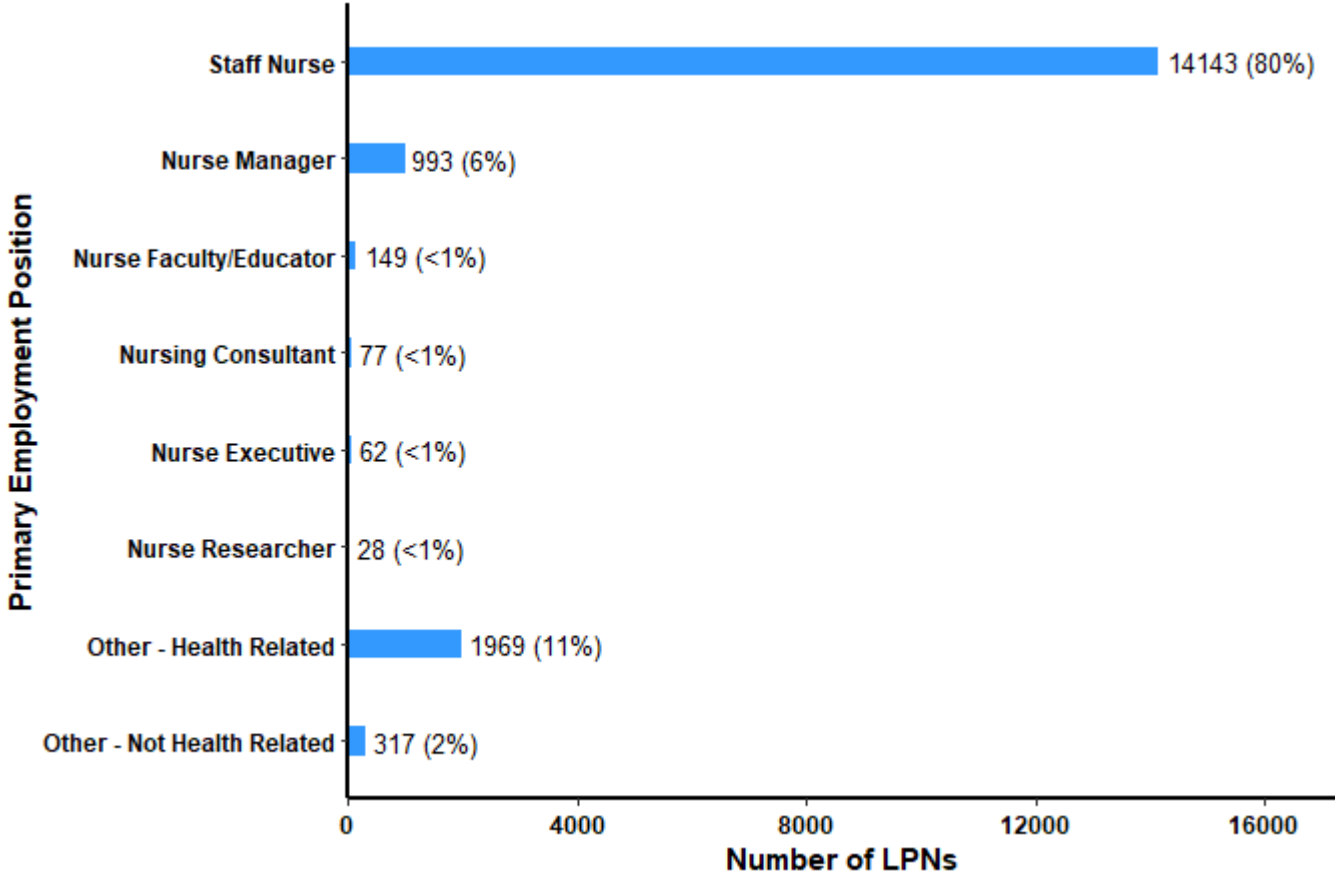
	N=16,452	%
1 position	13,610	83
2 positions	2,609	16
3 positions	233	1

The 4,513 missing data are excluded.

Employment Position

Figure 2.11 depicts the primary employment position of 17,738 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

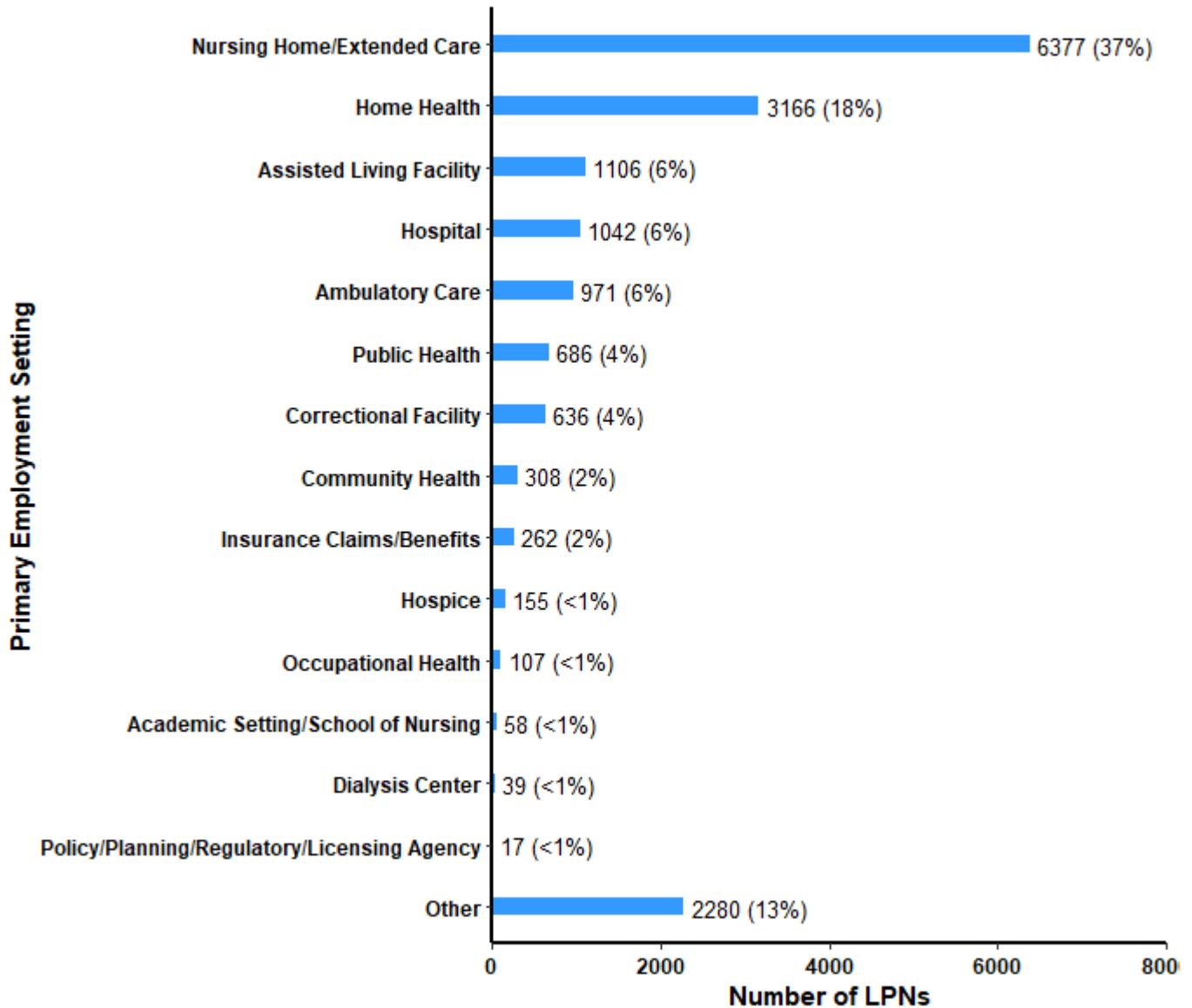


The 3,227 missing/invalid data are excluded.

Employment Setting

Figure 2.12 depicts the primary employment setting of 17,210 LPN respondents. The figure shows 37% of the respondents reported a nursing home/extended care as their primary employment setting.

Figure 2.12: LPN Primary Employment Setting

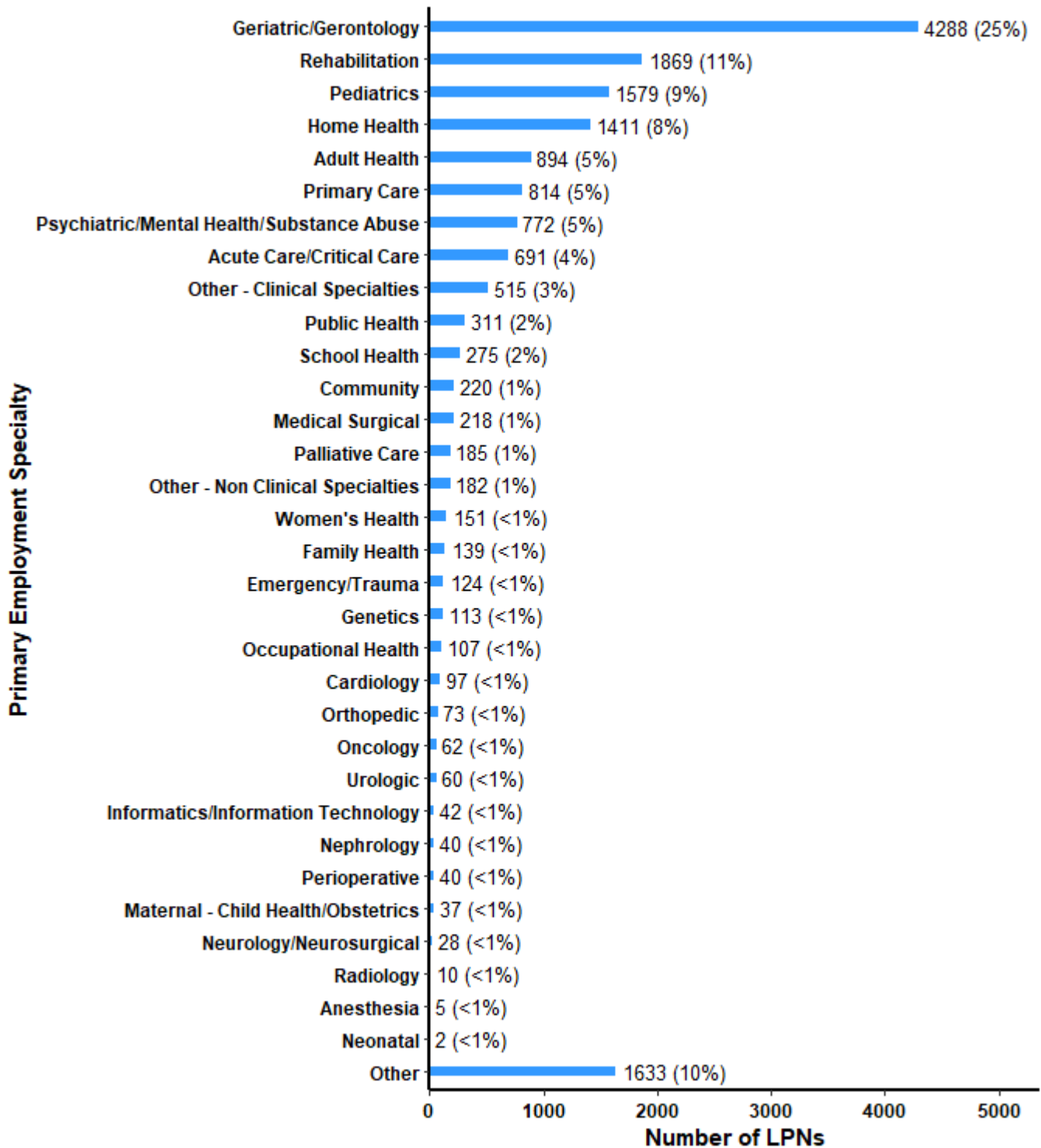


The 3,755 missing data are excluded.

Employment Specialty

Figure 2.13 depicts the primary employment position specialty of 16,987 LPN respondents. Twenty-five percent reported geriatric/gerontology as their primary specialty.

Figure 2.13: LPN Primary Employment Position Specialty



The 3,978 missing data are excluded.

Employment by County

Table 2.27 shows the counties where 15,799 LPN respondents were employed.

Table 2.27: LPN Employment by County

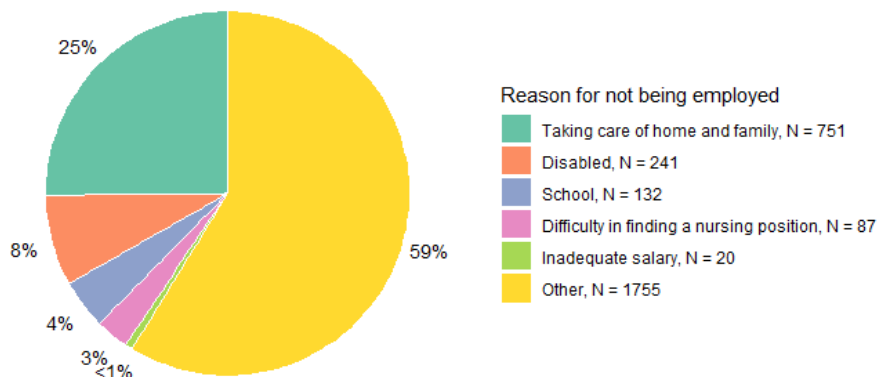
Employment County	Number of LPNs
Atlantic	859
Bergen	1,387
Burlington	1,156
Camden	1,264
Cape May	257
Cumberland	599
Essex	1,133
Gloucester	573
Hudson	371
Hunterdon	194
Mercer	887
Middlesex	1,303
Monmouth	1,275
Morris	742
Ocean	1,461
Passaic	554
Salem	139
Somerset	522
Sussex	192
Union	748
Warren	183

The 5,166 missing data are excluded.

Unemployment

Figure 2.14 shows 2,986 LPNs reported a reason for not being employed. Of those, 25% indicated “taking care of home and family” as their primary reason and 59% indicated other.

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 16,004 out of 20,965 LPN respondents who answered this question. In response, 637 (4%) of 16,004 LPN respondents indicated a plan to retire within this time frame.

Table 2.28 identifies LPN respondents who declared an intent to retire by age bracket. Of nurses who are 66-75 years old, 15% intend to retire; of nurses who are 76-85 years old, 14% intend to retire. The number of LPN respondents in each age bracket is different from the numbers in Table 2.23 because Table 2.28 only includes LPNs who reported their age **and** their intent to retire.

Table 2.28: LPN Intent to Retire According to Age

Age	LPN Respondents N=16,004	Intent to Retire N=637	*%
19-25	179	7	4
26-35	2,225	56	3
36-45	3,888	69	2
46-55	3,875	63	2
56-65	3,778	138	4
66-75	1,849	274	15
76-85	205	29	14
86+	5	1	20

*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 the nurse applicant meets the requirements; otherwise, a single state NJ license will be issued. 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, an RN applicant 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>

Starting in survey year 2024, respondents were asked to report their multi-state licensure use (if applicable). **Table 2.30** presents data for one year.

Table 2.30: Use of Multi-State Licensure

	LPN N=779	RN N=1,742	APN N=664
Telehealth	486	531	71
Distance Education	8	46	19
Disaster Support	36	198	342
Have not used it	59	20	2
Other	105	853	189
More than one*	85	94	41

N is the number of respondents

Note 1*: Respondents can select more than one category.

Note 2: APNs do not have multi-state licensure.

Job Satisfaction

Starting in survey year 2024, respondents were asked to report their perceived job satisfaction. **Table 2.31** presents data for one year.

Table 2.31: Perceived Job Satisfaction

	LPN N=3,892	RN N=25,543	APN N=4,496
Extremely satisfied	1,162 (30%)	6,144 (24%)	1,465 (33%)
Very satisfied	1,740 (45%)	11,472 (45%)	1,878 (42%)
Somewhat satisfied	804 (21%)	6,557 (26%)	962 (21%)
Somewhat dissatisfied	125 (3%)	919 (4%)	123 (3%)
Very dissatisfied	41 (1%)	310 (1%)	54 (1%)
Extremely dissatisfied	20 (<1%)	141 (<1%)	14 (<1%)

N is the number of respondents