

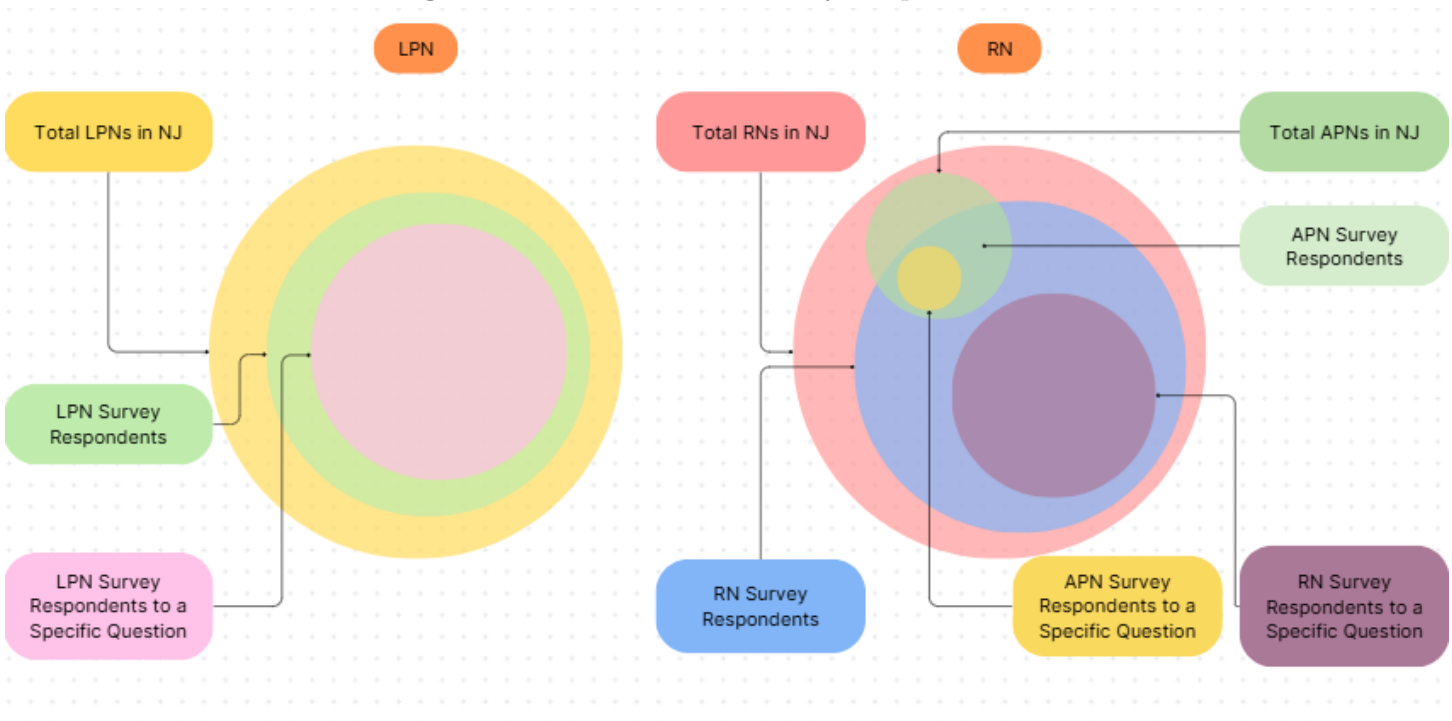
Chapter 2

Workforce Supply Data

The data for this chapter were acquired from 2024 and 2025 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: In New Jersey, an Advanced Practice Nurse (APN) must also be a Registered Nurse (RN); therefore, APNs are a subset of RNs.

Registered Nurse (RN) Profile

In the 2024-2025 survey period, 117,527 RNs responded out of New Jersey’s 151,024 active licensed RNs and 34,309 inactive RNs. Of those 117,527 RN respondents, 114,769 were active while 2,758 were inactive. Respondents may have skipped questions, causing data in some tables and figures to add up to less than 117,527.

Table 2.1 shows the total number of active and inactive RNs in New Jersey as of October 2025.

Table 2.1: Number of RNs in NJ

| | N=185,333 | % |
|----------|-----------|----|
| Active | 151,024 | 81 |
| Inactive | 34,309 | 19 |

License Status

Table 2.2 shows 114,769 RN respondents have an active RN license, which renders them eligible to practice as a RN in New Jersey.

Table 2.2: RN Respondents License Status

| | N=117,527 | % |
|----------|-----------|----|
| Active | 114,769 | 98 |
| Inactive | 2,758 | 2 |

Table 2.3 describes the method by which 117,527 RN respondents attained their licensure. Those who attained their licensure via exam (62%) 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 2.3: Basis for RN Licensure

| | N=117,527 | % |
|-----------------|-----------|----|
| Exam | 73,059 | 62 |
| Endorsement | 35,305 | 30 |
| Missing/No Data | 9,163 | 8 |

Demographics

Table 2.4 shows the demographic characteristics of 117,527 RN respondents. RN respondents are primarily female and White, which is consistent with the national data (Smiley et al., 2025). Sixty-four percent of the respondents are 55 years and under in age. The mean age of the RN respondents is 49.

Table 2.4: RN Demographic Characteristics

| Gender | N=117,527 | % |
|---|------------------|----------|
| Female | 105,532 | 90 |
| Male | 11,974 | 10 |
| Missing/No Data | 21 | <1 |
| Race/Ethnicity | | |
| White | 70,000 | 60 |
| Asian | 18,290 | 16 |
| Black/African American | 13,426 | 11 |
| Hispanic/Latino | 8,978 | 8 |
| Native Hawaiian or Other Pacific Islander | 687 | <1 |
| American Indian/Alaska Native | 122 | <1 |
| Other | 5,058 | 4 |
| Missing/Unknown | 966 | <1 |
| Age | | |
| 19-25 | 2,893 | 2 |
| 26-35 | 25,782 | 22 |
| 36-45 | 24,843 | 21 |
| 46-55 | 21,871 | 19 |
| 56-65 | 23,919 | 20 |
| 66-75 | 15,682 | 13 |
| 76-85 | 2,411 | 2 |
| 86+ | 126 | <1 |

Education

Table 2.5 describes the highest level of nursing education held by 105,749 respondents. In the 2024-2025 survey period, of the 105,749 RN respondents, 26% have a Diploma in nursing or an Associate’s Degree in nursing, and 74% have a Baccalaureate or higher degree in nursing.

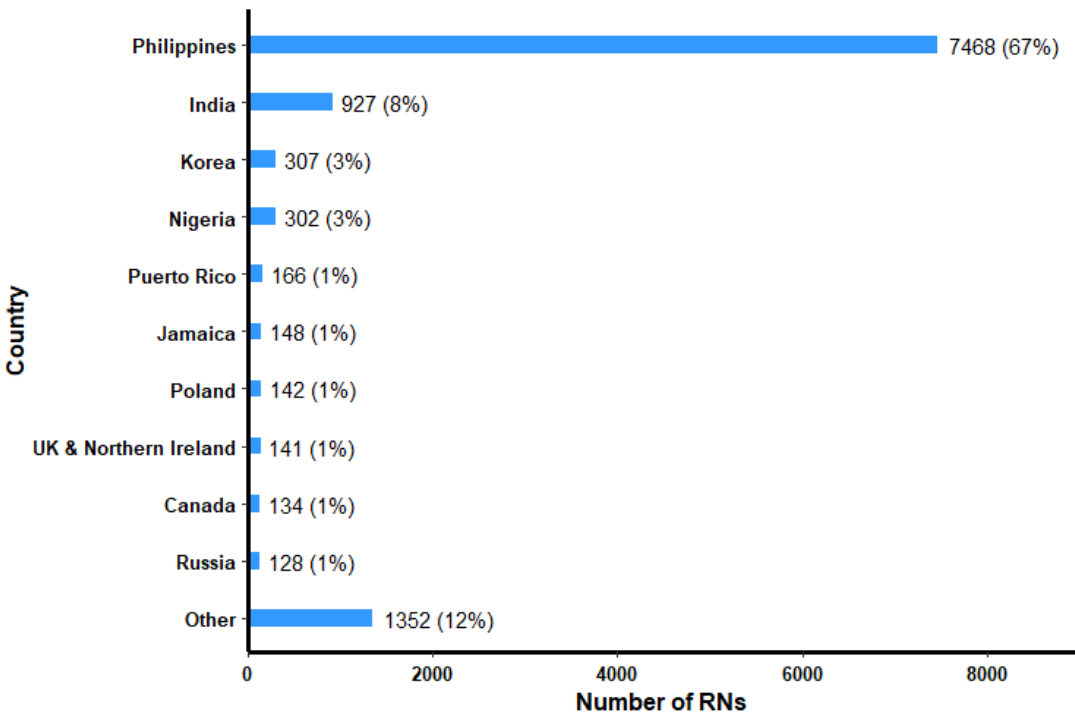
Table 2.5: RN Highest Level of Nursing Education

| | N=105,749 | % |
|---|-----------|----|
| Diploma in Nursing | 4,010 | 4 |
| Associate Degree in Nursing | 23,409 | 22 |
| Baccalaureate Degree in Nursing | 65,468 | 62 |
| Master’s Degree in Nursing | 11,398 | 11 |
| DNP, PhD, or Other Doctoral Degree in Nursing | 1,464 | 1 |

The 11,778 missing/invalid data are excluded.

RNs were asked to report the country where they received their entry-level nursing education. A total of 106,932 RNs responded to this question. Of the 106,932 RN respondents, 95,717 received their entry-level nursing education in the United States. Among the remaining 11,215 respondents, the Philippines was the most common country for entry-level nursing education outside of the United States. **Figure 2.2** describes the 11,215 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 2.6 describes the employment status of 106,796 RN respondents. The table shows that 75% respondents were employed in nursing full-time, and 9% were employed in nursing part-time.

Table 2.6: RN Employment Status

| | N=106,796 | % |
|--|------------------|----------|
| Employed in nursing full-time | 80,354 | 75 |
| Employed in nursing part-time | 9,334 | 9 |
| Employed in nursing per diem | 5,839 | 5 |
| Retired | 5,242 | 5 |
| Unemployed, seeking work in nursing | 3,052 | 3 |
| Employed in a field other than nursing | 2,311 | 2 |
| Volunteering (only) in nursing | 664 | <1 |

The 10,731 missing data are excluded.

Table 2.7 shows the average number of hours worked in a typical week, reported by 97,342 RN respondents.

Table 2.7: Number of Weekly Work Hours

| | N=97,342 | % |
|------------------|-----------------|----------|
| 34 Hours or Less | 17,591 | 18 |
| 35-40 Hours | 72,579 | 75 |
| 41-50 Hours | 4,923 | 5 |
| 51 or More Hours | 2,249 | 2 |

The 20,185 missing data are excluded.

RNs were asked to report the number of positions they held as a nurse during that time period.

Table 2.8 shows 15% of the 98,712 RN respondents held more than one nursing position.

Table 2.8: Number of Positions Held by RNs

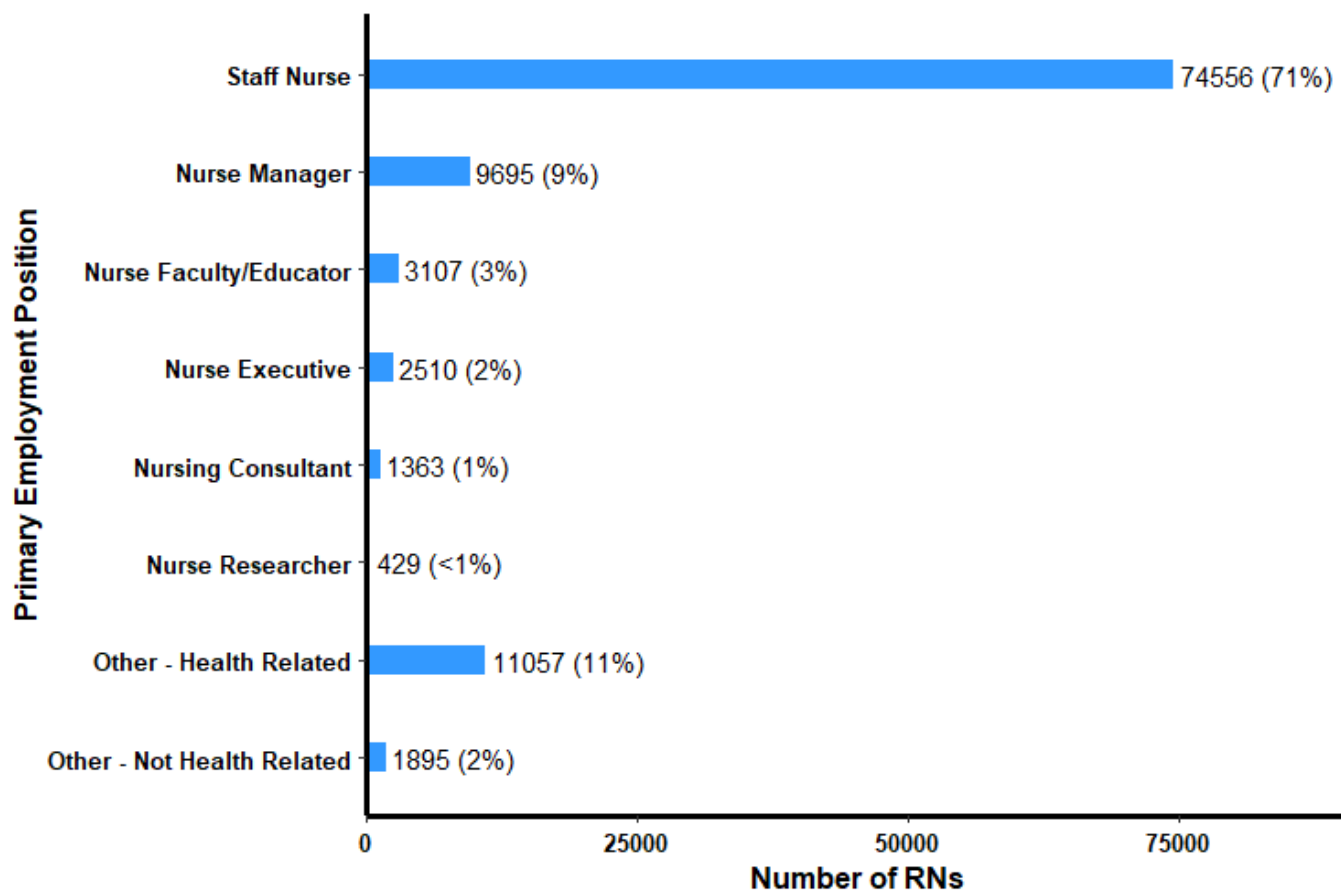
| | N=98,712 | % |
|-------------|-----------------|----------|
| 1 position | 83,295 | 84 |
| 2 positions | 14,013 | 14 |
| 3 positions | 1,404 | 1 |

The 18,815 missing data are excluded.

Employment Position

Figure 2.3 depicts the primary employment position of 104,612 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

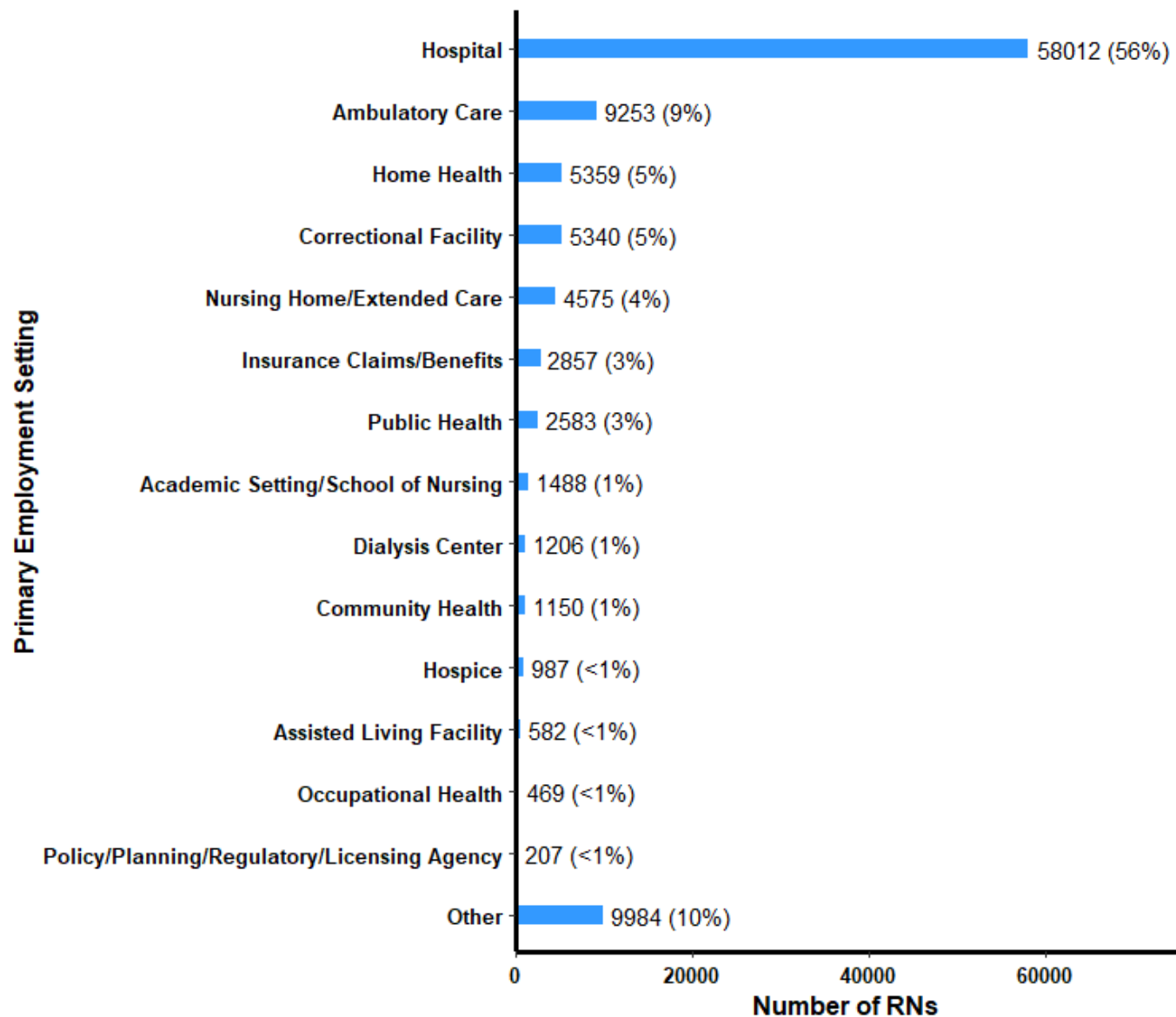


The 12,915 missing data are excluded.

Employment Setting

Figure 2.4 depicts the primary employment setting of 104,052 RN respondents. The figure shows 56% of the respondents reported the hospital as their primary employment setting.

Figure 2.4: RN Primary Employment Setting

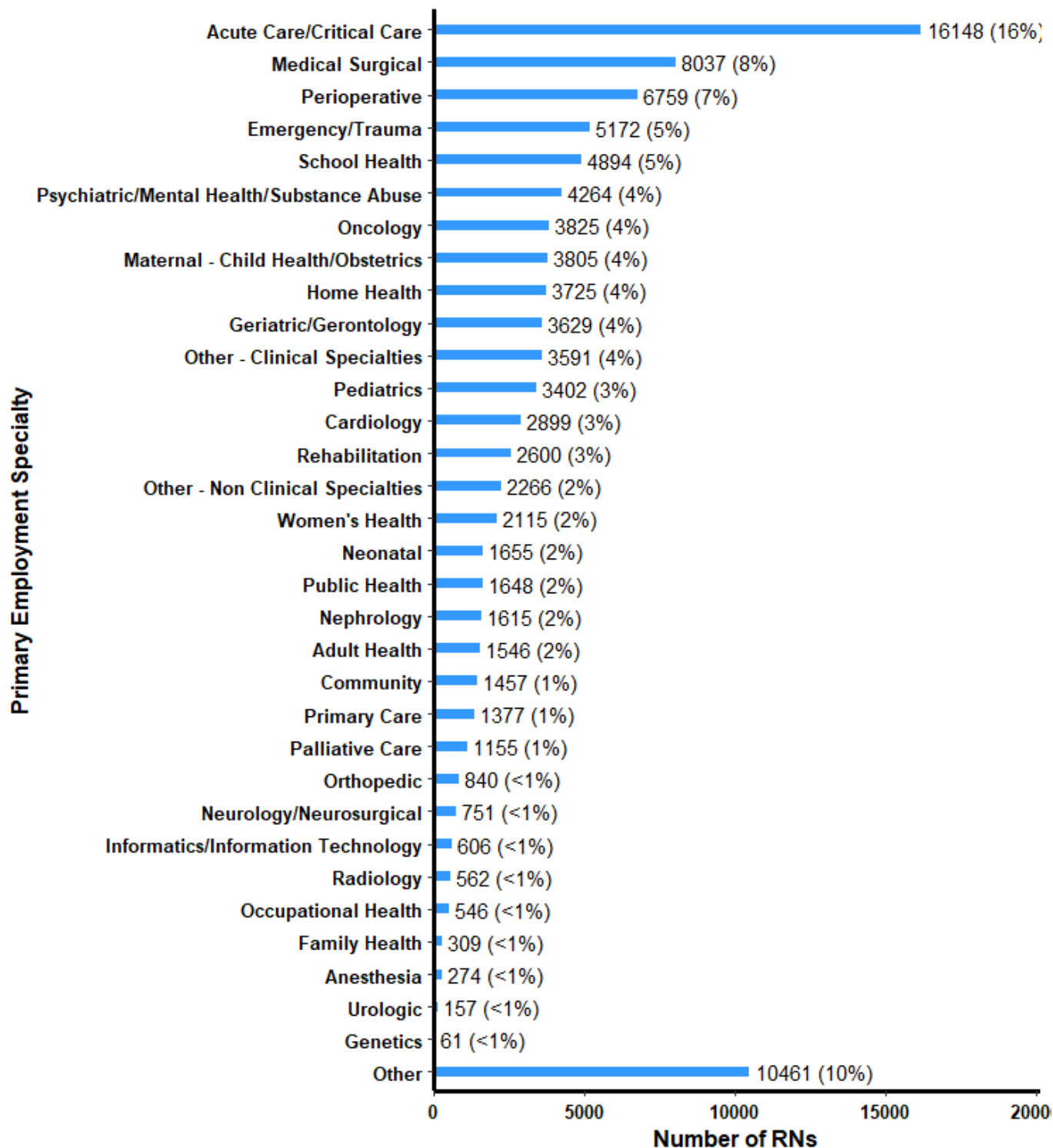


The 13,475 missing data are excluded.

Employment Specialty

Figure 2.5 depicts the primary employment position specialty of 102,151 RN respondents.

Figure 2.5: RN Primary Employment Position Specialty



The 15,376 missing data are excluded.

Employment by NJ County

Table 2.9 shows the counties where 80,737 RN respondents were employed. This data is limited in that it does not include RNs who did not respond to the survey.

Table 2.9: RN Employment by County

| Employment County | Number of RNs |
|-------------------|---------------|
| Atlantic | 3,143 |
| Bergen | 9,439 |
| Burlington | 4,170 |
| Camden | 6,884 |
| Cape May | 654 |
| Cumberland | 1,588 |
| Essex | 8,169 |
| Gloucester | 2,058 |
| Hudson | 2,914 |
| Hunterdon | 891 |
| Mercer | 4,198 |
| Middlesex | 8,305 |
| Monmouth | 7,233 |
| Morris | 5,636 |
| Ocean | 4,648 |
| Passaic | 2,828 |
| Salem | 391 |
| Somerset | 2,352 |
| Sussex | 802 |
| Union | 3,722 |
| Warren | 712 |

The 36,790 missing data or those working in other states are excluded.

Workforce Exit

Leaving Current Position (New)

Table 2.10 shows the reasons why 12,518 RNs intend to leave their current position. A total of 57,370 RNs responded to the question. There were 44,852 RNs who indicated they do not intend to leave current position.

Table 2.10: Reasons for leaving current position

| Reasons | N=12,518 | % |
|-------------------------------------|----------|----|
| Plan to transfer to another setting | 6,936 | 55 |
| Planned retirement | 3,023 | 24 |
| Financial concerns | 778 | 6 |
| Family concerns | 630 | 5 |
| Physical limitations | 332 | 3 |
| Unplanned retirement | 315 | 3 |
| Plan to leave nursing profession | 266 | 2 |
| Stress related to COVID-19 | 183 | 1 |
| Furloughed | 55 | <1 |

The 60,157 missing data are excluded.

Unemployment

Table 2.11 shows 11,202 RNs reported a reason of not being employed. Of those, 30% indicated “taking care of home and family” as their primary reason, and 56% indicated “other.”

Table 2.11: RN Reason for Not Being Employed

| | N=11,202 | % |
|--|----------|----|
| Taking care of home and family | 3,309 | 30 |
| Disabled | 724 | 6 |
| School | 597 | 5 |
| Difficulty in finding a nursing position | 296 | 3 |
| Inadequate Salary | 43 | 1 |
| Other | 6,233 | 56 |

Intend to Retire

NJCCN asked survey participants about their intention to retire within two years, prior to the next license renewal. There were 96,664 out of 117,527 RN respondents who answered this question. In response, 5,587 (6%) of 96,664 RN respondents indicated a plan to retire within this time frame.

Table 2.12 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, 29% intend to retire. The number of RN respondents in each age bracket is different from the numbers in **Table 2.4** because **Table 2.12** only includes RNs who reported their age **and** their intent to retire.

Table 2.12: RN Intent to Retire According to Age

| Age | RN Respondents N=96,664 | Intent to Retire N=5,587 | % |
|-------|----------------------------|-----------------------------|----|
| 19-25 | 2,354 | 97 | 4 |
| 26-35 | 19,518 | 369 | 2 |
| 36-45 | 20,051 | 189 | <1 |
| 46-55 | 18,684 | 153 | <1 |
| 56-65 | 21,065 | 986 | 5 |
| 66-75 | 13,129 | 3,253 | 25 |
| 76-85 | 1,779 | 512 | 29 |
| 86+ | 84 | 28 | 33 |

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

Job Satisfaction

Table 2.13 shows RNs responses to the question “How satisfied are you with your job?”

Table 2.13: RN Perceived Job Satisfaction

| Levels of satisfaction | N=50,385 | % |
|------------------------|----------|----|
| Extremely satisfied | 12,311 | 24 |
| Very satisfied | 22,905 | 45 |
| Somewhat satisfied | 12,642 | 25 |
| Somewhat dissatisfied | 1,708 | 3 |
| Very dissatisfied | 563 | 1 |
| Extremely dissatisfied | 256 | <1 |

The 67,142 missing data are excluded.

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 2024-2025 survey period, 16,705 APNs responded out of New Jersey’s 19,221 actively licensed APNs and 3,035 inactive APNs. Of those 16,705 APN respondents, 16,457 were active while 248 were inactive. Respondents may skip questions, causing data in some tables and figures to add up to less than 16,705.

Table 2.14 shows the total number of active and inactive APNs in New Jersey as of October 2025.

Table 2.14: Number of APNs in NJ

| | N=22,256 | % |
|----------|----------|----|
| Active | 19,221 | 86 |
| Inactive | 3,035 | 14 |

License Status

As shown in **Table 2.15**, 99% of 16,705 APN respondents have an active APN license.

Table 2.15: APN License Status

| | N=16,705 | % |
|----------|----------|----|
| Active | 16,457 | 99 |
| Inactive | 248 | 1 |

APN Credentials

Table 2.16 shows the credentials of 16,704 APN respondents. APN survey respondents were identified by their indication of one or more credentials. An APN may have multiple credentials. For example, there are 14,203 Nurse Practitioners, and 222 of them are dual-certified.

Table 2.16: APN Credentials

| | N=16,704 | % |
|---|----------|----|
| Nurse Practitioner (NP) | 13,981 | 84 |
| Certified Registered Nurse Anesthetist (CRNA) | 1,551 | 9 |
| Clinical Nurse Specialist (CNS) | 642 | 4 |
| Certified Nurse Midwife (CNM) | 306 | 2 |
| NP & CNS | 85 | <1 |
| NP & CNM | 77 | <1 |
| NP & CRNA | 60 | <1 |
| CNS & CRNA | 2 | <1 |

The 1 invalid datum is excluded.

Demographics

Table 2.17 shows the demographic characteristics of 16,705 APN respondents. The majority are female, White, and between 36-55 years of age (55%). The mean age of APN respondents is 48.

Table 2.17: APN Demographic Characteristics

| Gender | N=16,705 | % |
|---|-----------------|----------|
| Female | 14,857 | 89 |
| Male | 1,845 | 11 |
| Missing/No Data | 3 | <1 |
| Race/Ethnicity | | |
| White | 10,169 | 61 |
| Black/African American | 2,248 | 13 |
| Asian | 2,244 | 13 |
| Hispanic/Latino | 1,007 | 6 |
| Native Hawaiian or Other Pacific Islander | 77 | <1 |
| American Indian/Alaska Native | 19 | <1 |
| Other | 758 | 5 |
| Missing/Unknown | 183 | 1 |
| Age | | |
| 19-25 | 1 | <1 |
| 26-35 | 2,690 | 16 |
| 36-45 | 5,417 | 32 |
| 46-55 | 3,844 | 23 |
| 56-65 | 2,953 | 18 |
| 66-75 | 1,559 | 9 |
| 76-85 | 230 | 1 |
| 86+ | 11 | <1 |
| Missing/Unknown | 0 | 0 |

Education

Table 2.18 describes the highest degree of nursing education held by 15,675 APN respondents. Of those respondents, 83% have a Master's Degree and 15% have a DNP.

Table 2.18: APN Highest Level of Nursing Education

| | N=15,675 | % |
|----------------------------------|-----------------|----------|
| Master's Degree in Nursing | 12,995 | 83 |
| Doctor of Nursing Practice | 2,395 | 15 |
| PhD | 186 | 1 |
| Other Doctoral Degree in Nursing | 99 | <1 |

The 1,030 missing/invalid data are excluded.

Employment Characteristics

Table 2.19 describes the employment status of 15,696 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 2.19: APN Employment Status

| | N=15,696 | % |
|--|----------|----|
| Employed in nursing full-time | 12,991 | 83 |
| Employed in nursing part-time | 1,408 | 9 |
| Employed in nursing per diem | 606 | 4 |
| Unemployed, seeking work in nursing | 239 | 2 |
| Retired | 226 | 1 |
| Employed in a field other than Nursing | 167 | 1 |
| Volunteering (only) in nursing | 59 | <1 |

The 1,009 missing data are excluded.

Table 2.20 shows the average number of hours worked in a typical week reported by 14,920 APN respondents.

Table 2.20: Number of Weekly Work Hours

| | N=14,920 | % |
|------------------|----------|----|
| 34 Hours or Less | 2,800 | 19 |
| 35-40 Hours | 10,392 | 70 |
| 41-50 Hours | 1,217 | 8 |
| 51 or More Hours | 511 | 3 |

The 1,785 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 2.21** indicates that 24% of 14,819 APN respondents held more than one position.

Table 2.21: Number of Positions Held by APNs

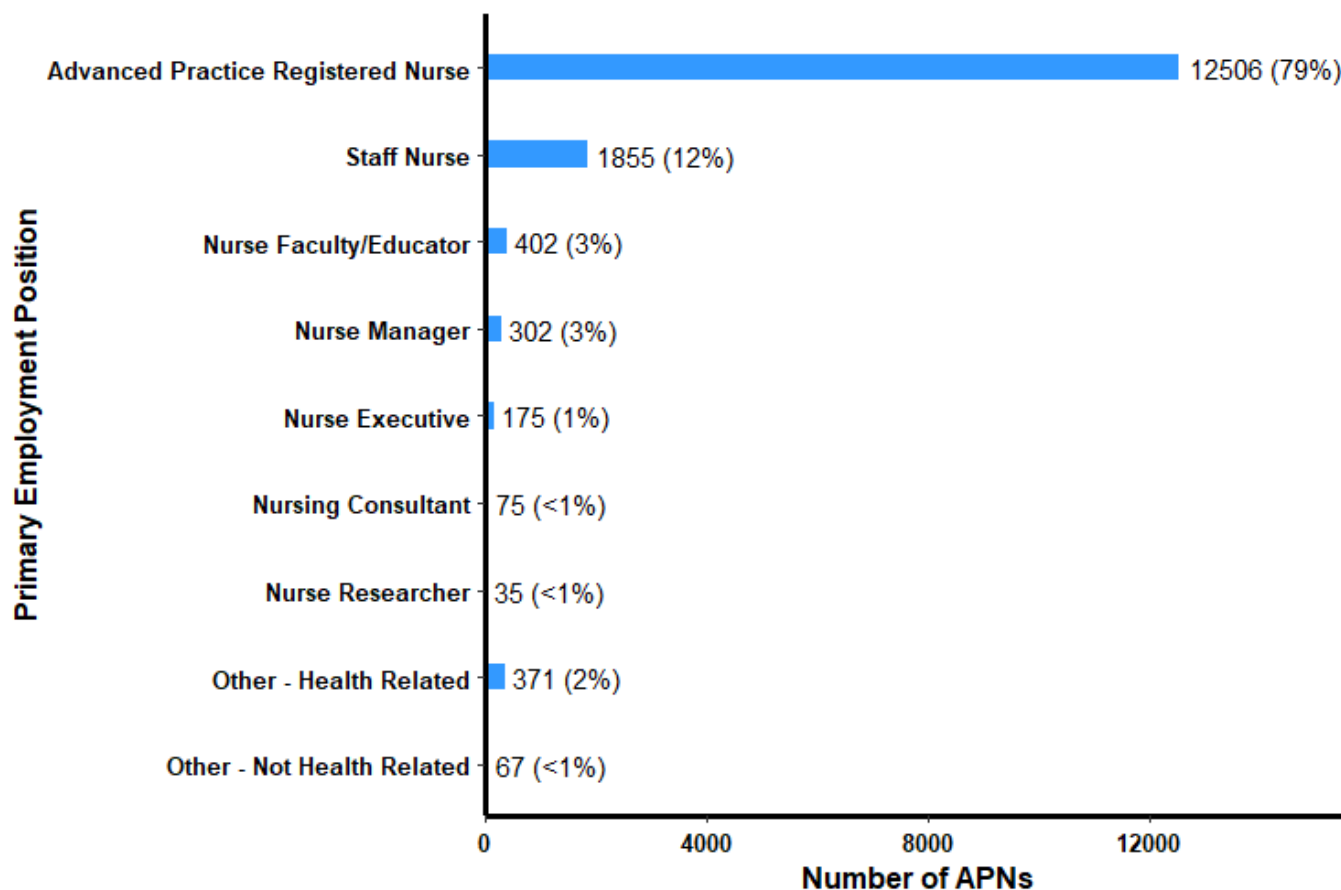
| | N=14,819 | % |
|-------------|----------|----|
| 1 position | 11,339 | 77 |
| 2 positions | 2,943 | 20 |
| 3 positions | 537 | 4 |

The 1,886 missing data are excluded.

Employment Position

Figure 2.6 depicts the primary employment position of 15,788 APN respondents. The figure shows 79% of the respondents reported that their primary employment position was as an APN.

Figure 2.6: APN Primary Employment Position

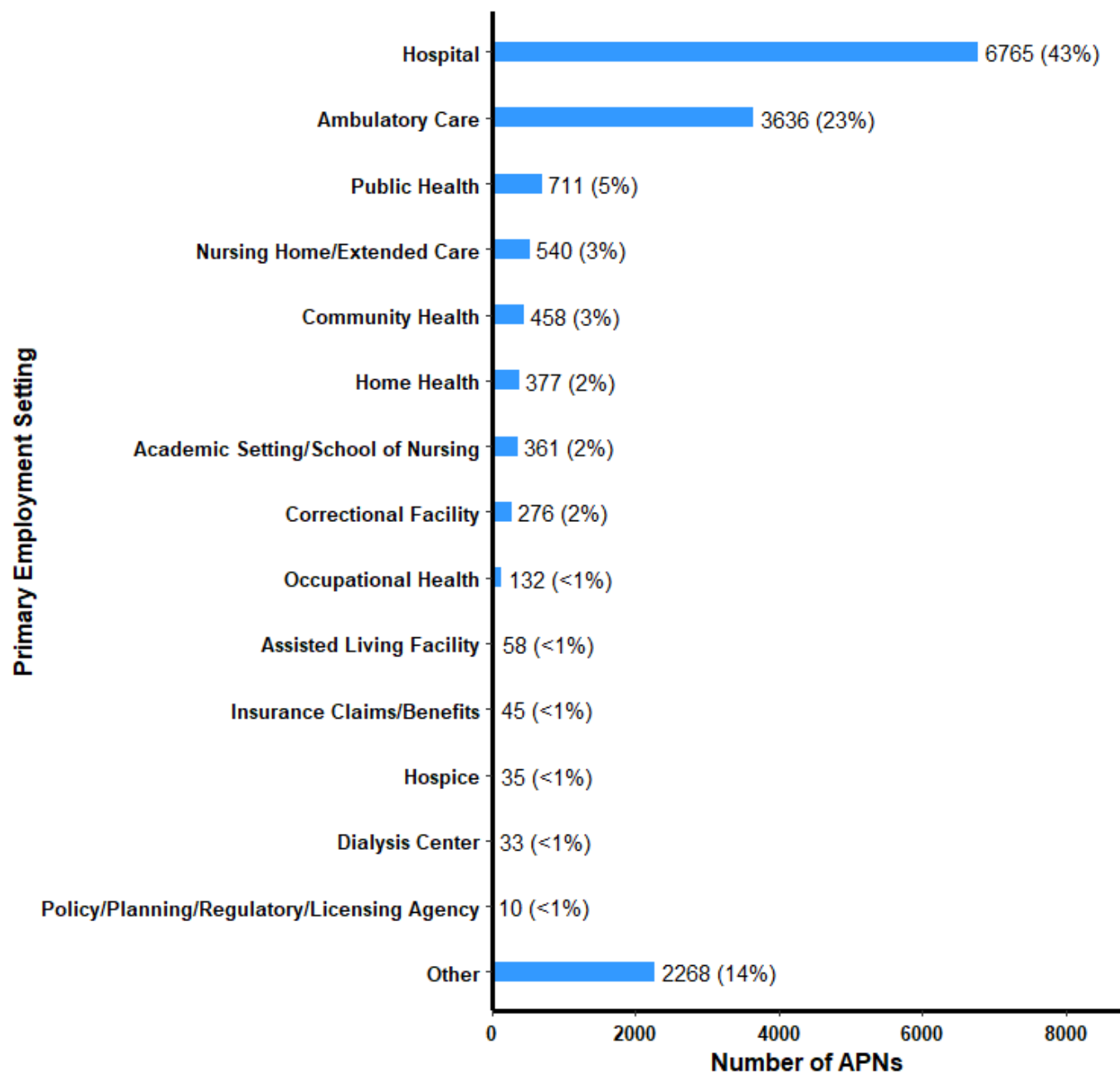


The 917 missing data are excluded.

Employment Setting

Figure 2.7 depicts the primary employment setting of 15,705 APN respondents. The figure shows 43% of the respondents reported the hospital as their primary employment setting.

Figure 2.7: APN Primary Employment Setting

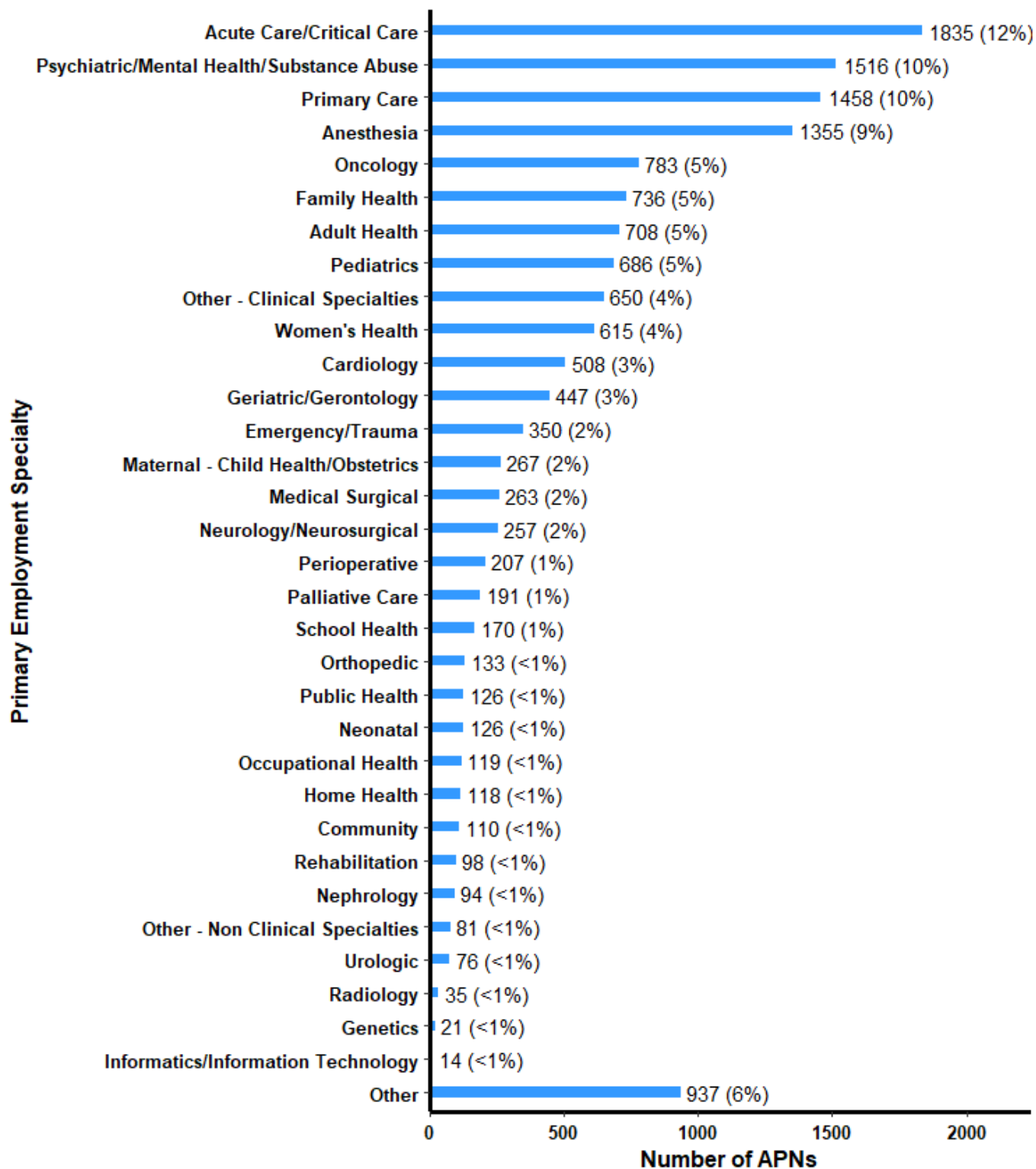


The 1,000 missing data are excluded.

Employment Specialty

Figure 2.8 depicts the primary employment position specialty of 15,090 APN respondents.

Figure 2.8: APN Primary Employment Position Specialty



The 1,615 missing data are excluded.

Nurse Practitioners

In the 2024-2025 survey period, 14,203 (85%) of the 16,705 APN respondents are NPs. The data include those with more than one credential (see **Table 2.16**).

Table 2.22 shows the NP specialties of 12,746 out of 14,203 NP respondents.

Table 2.22: Nurse Practitioner Specialty

| | N=12,746 | % |
|--------------------|----------|----|
| Family | 4,331 | 34 |
| Adult/Gero Primary | 3,084 | 24 |
| Adult/Gero Acute | 1,645 | 13 |
| Psychiatric | 1,391 | 11 |
| Pediatrics | 936 | 7 |
| Women’s Health | 519 | 4 |
| Other | 840 | 7 |

The 1,457 missing data are excluded.

Table 2.23 shows 3,905 (27%) of the 14,203 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 2.23: NPs Active in Other States

| | N=3,905 | % |
|--------------|---------|----|
| New York | 1,759 | 45 |
| Pennsylvania | 1,387 | 36 |
| Delaware | 80 | 2 |
| Connecticut | 38 | <1 |
| Other | 584 | 15 |
| Missing | 57 | 1 |

Employment by NJ County

Table 2.24 shows the counties where 10,140 APN respondents were employed. This data is limited in that it does not include APNs who did not respond to the survey.

Table 2.24: APN Employment by County*

| Employment County | Number of APNs |
|-------------------|----------------|
| Atlantic | 433 |
| Bergen | 1,201 |
| Burlington | 560 |
| Camden | 962 |
| Cape May | 83 |
| Cumberland | 155 |
| Essex | 1,049 |
| Gloucester | 267 |
| Hudson | 384 |
| Hunterdon | 93 |
| Mercer | 572 |
| Middlesex | 843 |
| Monmouth | 974 |
| Morris | 694 |
| Ocean | 507 |
| Passaic | 381 |
| Salem | 33 |
| Somerset | 324 |
| Sussex | 74 |
| Union | 477 |
| Warren | 74 |

The 6,565 missing data or those working in another state are excluded.

Workforce Exit

Leaving Current Position (New)

Table 2.25 shows the reasons why 1,564 APNs intend to leave their current position. A total of 8,698 APNs responded to the question. There were 7,134 APNs who indicated they do not intend to leave current position.

Table 2.25: Reasons for leaving current position

| Reasons | N=1,564 | % |
|-------------------------------------|---------|----|
| Plan to transfer to another setting | 980 | 63 |
| Planned retirement | 252 | 16 |
| Financial concerns | 118 | 8 |
| Family concerns | 117 | 7 |
| Unplanned retirement | 26 | 2 |
| Plan to leave nursing profession | 26 | 2 |
| Physical limitations | 21 | 1 |
| Stress related to COVID-19 | 16 | 1 |
| Furloughed | 8 | 1 |

The 8,007 missing data are excluded.

Unemployment

Table 2.26 shows 917 APNs reported a reason for not being employed. Of those, 21% indicated “taking care of home and family” as their primary reason, and 63% indicated “other”.

Table 2.26: APN Reason for Not Being Employed

| | N=917 | % |
|--|-------|----|
| Taking care of home and family | 197 | 21 |
| School | 69 | 8 |
| Disabled | 32 | 3 |
| Difficulty in finding a nursing position | 30 | 3 |
| Inadequate Salary | 7 | <1 |
| Other | 582 | 63 |

Retirement

NJCCN asked survey participants about their intention to retire within two years, prior to the next license renewal. There were 14,860 out of 16,705 APN respondents who answered this question. In response, 430 (3%) of APN respondents indicated a plan to retire within this time frame.

Table 2.27 identifies APN 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, 28% intend to retire. The number of APN respondents in each age bracket is different from the numbers in **Table 2.17** because **Table 2.27** only includes APNs who reported their age and their intent to retire.

Table 2.27: APN Intent to Retire according to Age

| Age | APN Respondents N=14,860 | Intent to Retire N=430 | % |
|-------|-----------------------------|---------------------------|----|
| 19-25 | 1 | 0 | 0 |
| 26-35 | 2,311 | 25 | 1 |
| 36-45 | 4,792 | 35 | <1 |
| 46-55 | 3,433 | 29 | <1 |
| 56-65 | 2,710 | 67 | 2 |
| 66-75 | 1,405 | 216 | 15 |
| 76-85 | 202 | 57 | 28 |
| 86+ | 6 | 1 | 17 |

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

Job Satisfaction

Table 2.28 shows APNs responses to the question “How satisfied are you with your job?”

Table 2.28: APN Perceived Job Satisfaction

| Levels of satisfaction | N=8,894 | % |
|------------------------|---------|----|
| Extremely satisfied | 2,926 | 33 |
| Very satisfied | 3,742 | 42 |
| Somewhat satisfied | 1,880 | 21 |
| Somewhat dissatisfied | 227 | 3 |
| Very dissatisfied | 94 | 1 |
| Extremely dissatisfied | 25 | <1 |

The 7,811 missing data are excluded.

Licensed Practical Nurse (LPN) Profile

In the 2024-2025 survey period, 21,140 LPNs responded out of New Jersey’s 23,862 active licensed LPNs and 6,024 inactive LPNs. Of those 21,140 LPN respondents, 20,807 were active while 333 were inactive. Respondents may skip questions, causing data in some tables and figures to add up to less than 21,140.

Table 2.29 shows the total number of active and inactive LPNs in New Jersey as of October 2025.

Table 2.29: Number of LPNs in NJ

| | N=29,886 | % |
|----------|----------|----|
| Active | 23,862 | 80 |
| Inactive | 6,024 | 20 |

License Status

Table 2.30 shows 98% of 21,140 LPN respondents have an active LPN license, which renders them eligible to practice as an LPN in New Jersey.

Table 2.30: LPN License Status

| | N=21,140 | % |
|----------|----------|----|
| Active | 20,807 | 98 |
| Inactive | 333 | 2 |

Table 2.31 describes the method by which LPN respondents attained their licensure. Those who attained their licensure via exam (84%) 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 2.31: Basis for LPN Licensure

| | N=21,140 | % |
|-----------------|----------|----|
| Exam | 17,853 | 84 |
| Endorsement | 2,293 | 11 |
| Missing/No Data | 994 | 5 |

Demographics

Table 2.32 shows the demographic characteristics of 21,140 LPN respondents. The majority of LPN respondents are female and from diverse racial/ethnic backgrounds. The mean age of the LPN respondents is 50.

Table 2.32: LPN Demographic Characteristics

| Gender | N=21,140 | % |
|---|-----------------|----------|
| Female | 18,919 | 89 |
| Male | 2,217 | 10 |
| Missing/No Data | 4 | <1 |
| Race/Ethnicity | | |
| Black/African American | 8,107 | 38 |
| White | 7,556 | 36 |
| Hispanic/Latino | 2,223 | 11 |
| Asian | 1,437 | 7 |
| Native Hawaiian or Other Pacific Islander | 108 | <1 |
| American Indian/Alaska Native | 45 | <1 |
| Other | 1,460 | 7 |
| Missing/No Data | 204 | <1 |
| Age | | |
| 19-25 | 306 | 1 |
| 26-35 | 3,224 | 15 |
| 36-45 | 5,203 | 25 |
| 46-55 | 4,946 | 23 |
| 56-65 | 4,650 | 22 |
| 66-75 | 2,464 | 12 |
| 76-85 | 337 | 2 |
| 86+ | 10 | <1 |

Employment Characteristics

Table 2.33 describes the employment status of 18,534 LPN respondents. The table shows that 75% respondents were employed in nursing full-time, and 8% were employed in nursing part-time.

Table 2.33: LPN Employment Status

| | N=18,534 | % |
|--|-----------------|----------|
| Employed in nursing full-time | 13,938 | 75 |
| Employed in nursing part-time | 1,553 | 8 |
| Employed in nursing per diem | 1,014 | 5 |
| Unemployed, seeking work in nursing | 790 | 4 |
| Employed in a field other than Nursing | 622 | 3 |
| Retired | 524 | 3 |
| Volunteering (only) in nursing | 93 | <1 |

The 2,606 missing data are excluded.

Table 2.34 shows the average number of hours worked in a typical week, reported by 16,837 LPN respondents.

Table 2.34: Number of Weekly Work Hours

| | N=16,837 | % |
|------------------|-----------------|----------|
| 34 Hours or Less | 3,405 | 20 |
| 35-40 Hours | 11,471 | 68 |
| 41-50 Hours | 1,162 | 7 |
| 51 or More Hours | 799 | 5 |

The 4,303 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 2.35** indicates that 17% of 16,818 LPN respondents held more than one position.

Table 2.35: Number of LPN Positions*

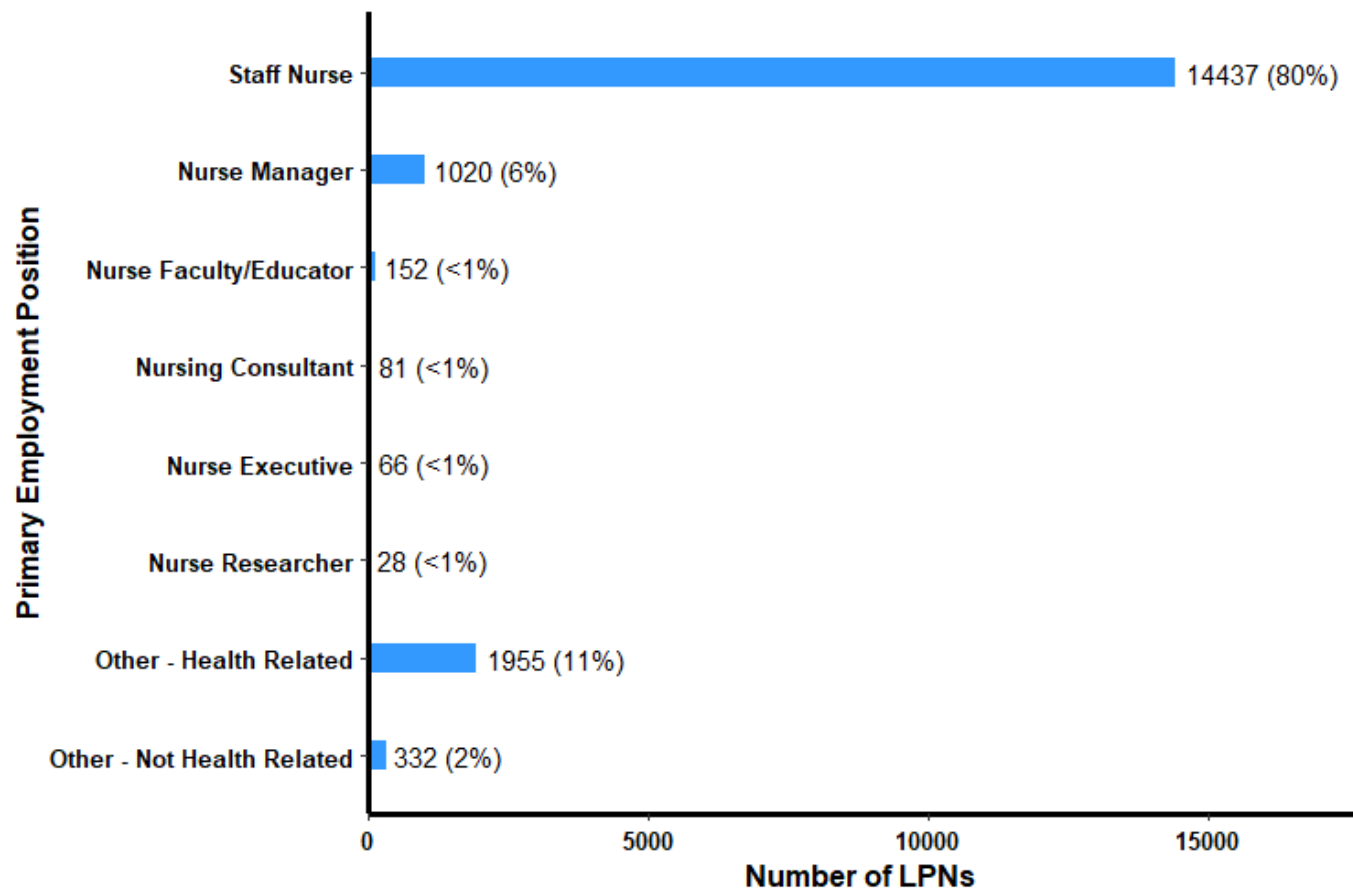
| | N=16,818 | % |
|-------------|-----------------|----------|
| 1 position | 13,912 | 83 |
| 2 positions | 2,667 | 16 |
| 3 positions | 239 | 1 |

The 4,322 missing data are excluded.

Employment Position

Figure 2.9 depicts the primary employment position of 18,071 LPN respondents. The figure shows 80% of the respondents reported their primary employment position was a staff nurse.

Figure 2.9: LPN Primary Employment Position Description

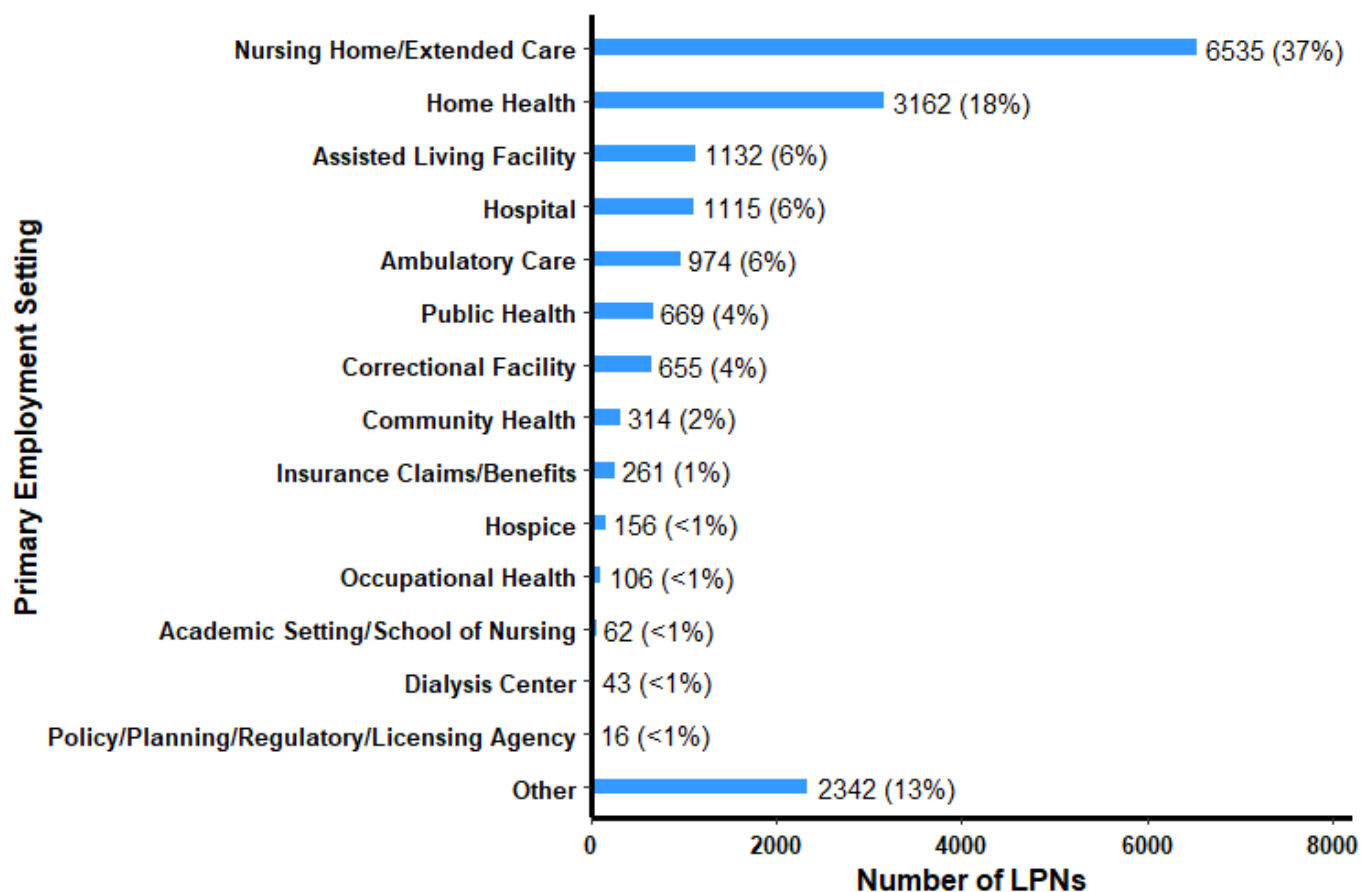


The 3,069 missing/invalid data are excluded.

Employment Setting

Figure 2.10 depicts the primary employment setting of 17,542 LPN respondents. The figure shows 37% of the respondents reported a nursing home/extended care as their primary employment setting.

Figure 2.10: LPN Primary Employment Setting

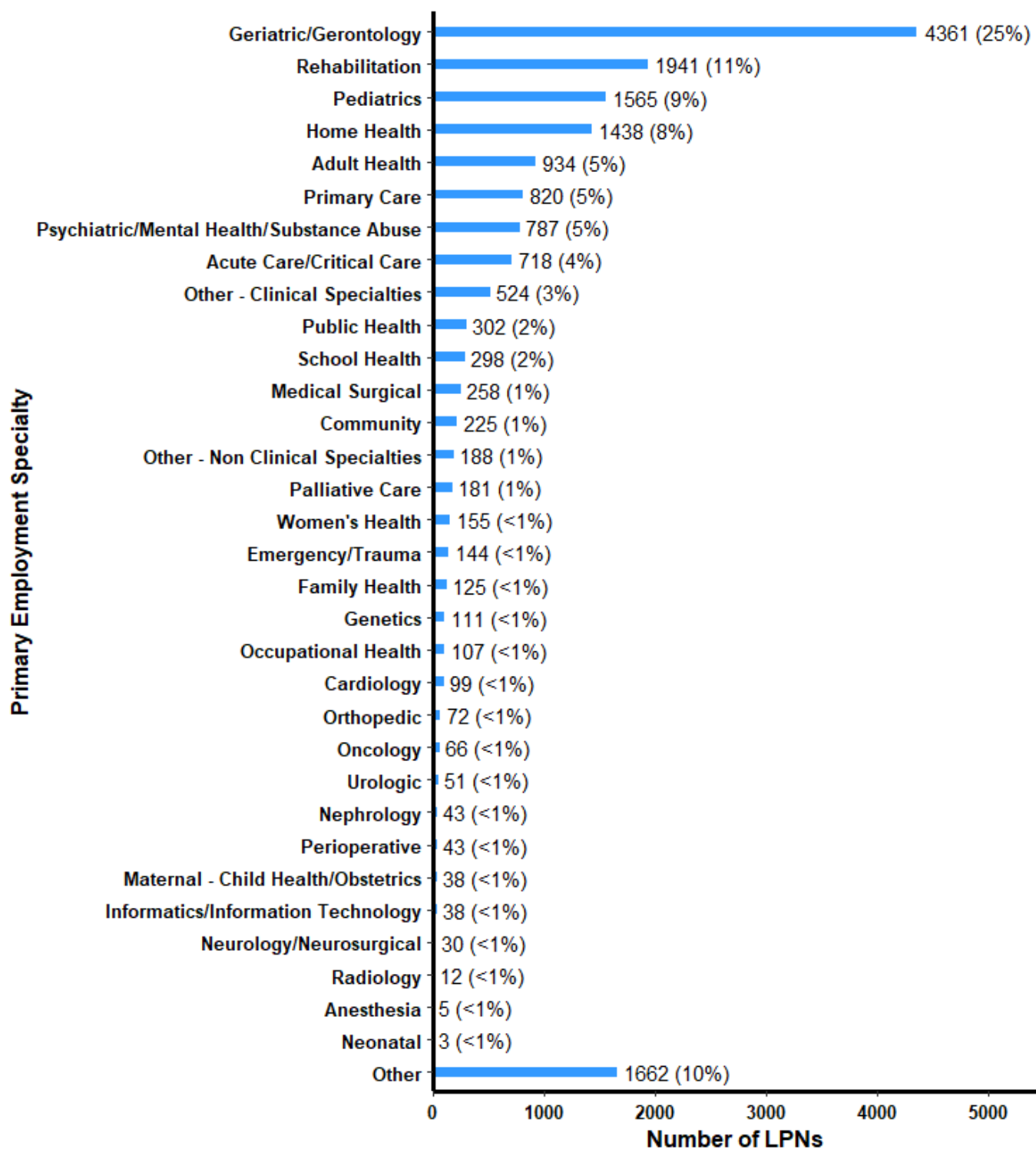


The 3,598 missing data are excluded.

Employment Specialty

Figure 2.11 depicts the primary employment position specialty of 17,344 LPN respondents. Twenty-five percent reported geriatric/gerontology as their primary specialty.

Figure 2.11: LPN Primary Employment Position Specialty



The 3,796 missing data are excluded.

Employment by NJ County

Table 2.36 shows the counties where 16,104 LPN respondents were employed. This data is limited in that it does not include LPNs who did not respond to the survey.

Table 2.36: LPN Employment by County

| Employment County | Number of LPNs |
|-------------------|----------------|
| Atlantic | 878 |
| Bergen | 1,406 |
| Burlington | 1,194 |
| Camden | 1,292 |
| Cape May | 278 |
| Cumberland | 613 |
| Essex | 1,187 |
| Gloucester | 610 |
| Hudson | 361 |
| Hunterdon | 194 |
| Mercer | 890 |
| Middlesex | 1,314 |
| Monmouth | 1,290 |
| Morris | 770 |
| Ocean | 1,475 |
| Passaic | 588 |
| Salem | 128 |
| Somerset | 516 |
| Sussex | 186 |
| Union | 747 |
| Warren | 187 |

The 5,036 missing data or those working in another state are excluded.

Workforce Exit

Leaving Current Position (New)

Table 2.37 shows the reasons why 1,686 LPNs intend to leave their current position. A total of 9,597 LPNs responded to the question. There were 7,911 LPNs who indicated they do not intend to leave current position.

Table 2.37: Reasons for leaving current position

| Reasons | N=1,686 | % |
|-------------------------------------|---------|----|
| Plan to transfer to another setting | 1,057 | 63 |
| Planned retirement | 233 | 14 |
| Financial concerns | 131 | 8 |
| Family concerns | 82 | 5 |
| Physical limitations | 68 | 4 |
| Plan to leave nursing profession | 39 | 2 |
| Unplanned retirement | 31 | 2 |
| Stress related to COVID-19 | 30 | 2 |
| Furloughed | 15 | <1 |

The 11,543 missing data are excluded.

Unemployment

Table 2.38 shows 2,972 LPNs reported a reason for not being employed. Of those, 25% indicated “taking care of home and family” as their primary reason and 61% indicated “other”.

Table 2.38: LPN Reason for Not Being Employed

| | N=2,972 | % |
|--|---------|----|
| Taking care of home and family | 729 | 25 |
| Disabled | 219 | 7 |
| School | 124 | 4 |
| Difficulty in finding a nursing position | 78 | 3 |
| Inadequate Salary | 17 | <1 |
| Other | 1,805 | 61 |

Retirement

NJCCN asked survey participants about their intention to retire within two years, prior to the next license renewal. There were 16,482 out of 21,140 LPN respondents who answered this question. In response, 689 (4%) of 16,482 LPN respondents indicated a plan to retire within this time frame.

Table 2.39 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 2.32** because **Table 2.39** only includes LPNs who reported their age **and** their intent to retire.

Table 2.39: LPN Intent to Retire According to Age

| Age | LPN Respondents N=16,482 | Intent to Retire N=689 | *% |
|-------|-----------------------------|---------------------------|----|
| 19-25 | 241 | 8 | 3 |
| 26-35 | 2,309 | 68 | 3 |
| 36-45 | 3,983 | 76 | 2 |
| 46-55 | 3,929 | 67 | 2 |
| 56-65 | 3,811 | 135 | 4 |
| 66-75 | 1,965 | 300 | 15 |
| 76-85 | 236 | 34 | 14 |
| 86+ | 8 | 1 | 13 |

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

Job Satisfaction

Table 2.40 shows LPNs responses to the question “How satisfied are you with your job?”

Table 2.40: LPN Perceived Job Satisfaction

| Levels of satisfaction | N=7,783 | % |
|------------------------|---------|----|
| Extremely satisfied | 2,434 | 31 |
| Very satisfied | 3,500 | 45 |
| Somewhat satisfied | 1,540 | 20 |
| Somewhat dissatisfied | 186 | 2 |
| Very dissatisfied | 83 | 1 |
| Extremely dissatisfied | 40 | <1 |

The 13,357 missing data are excluded.

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.

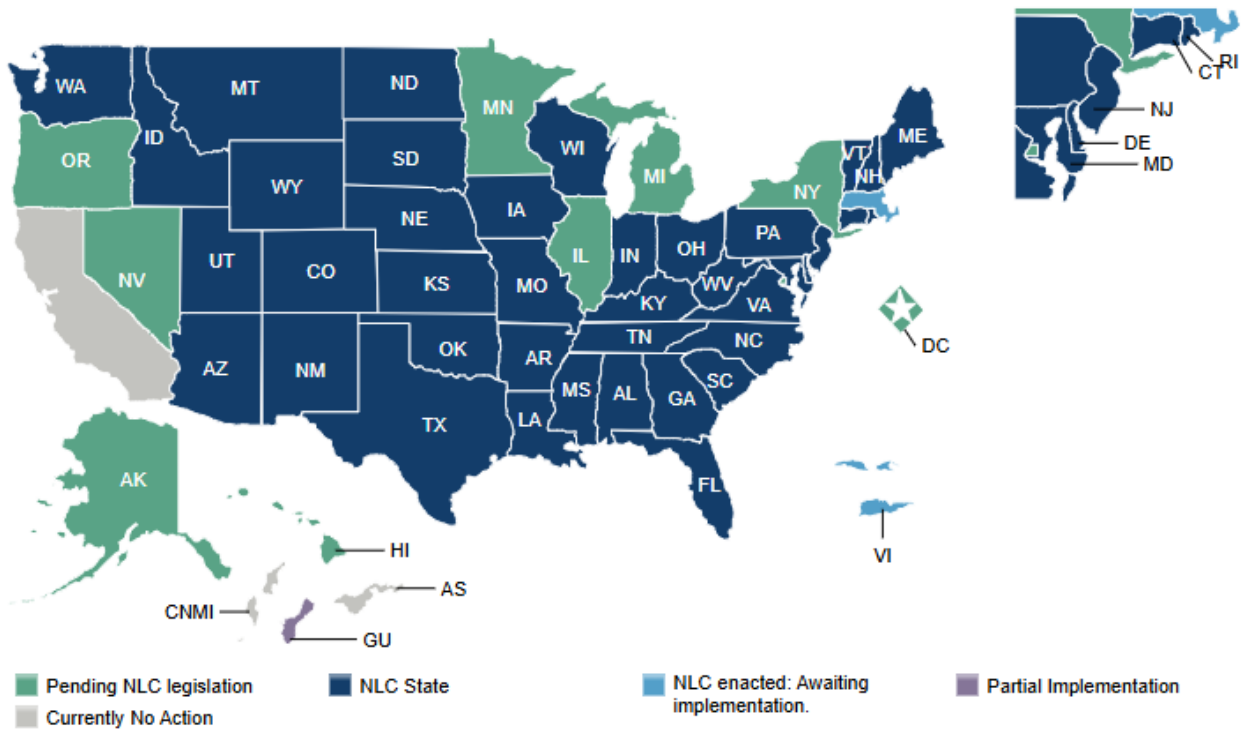
To be eligible for a New Jersey (New Jersey as the home state) issued multistate license, an RN applicant must:

- 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>

Figure 2.12 shows the map of 43 states which have enacted the Nurse Licensure Compact.

Figure 2.12: NLC Map



Note: This figure was obtained on Oct. 31, 2025 from the National Council of State Boards of Nursing (NCSBN) website. Please visit: <https://www.nursecompact.com/>

Table 2.41 shows the state license status and residency for 21,140 LPNs, 117,527 RNs, and 16,705 APNs. Compared to the 2025 (2023-2024 survey period) report, there was an increase in the multi-state compact licensure for RNs (6% increase) and LPNs (6% increase).

Table 2.41: State License Status and Residency

| | LPN N=21,140 | RN N=117,527 | APN N=16,705 |
|---|-----------------|-----------------|-----------------|
| (1)Single state, declared residency | 17,004 (80%) | 82,796 (70%) | 11,393 (68%) |
| (2)Single state, didn't declare residency | 1,133 (5%) | 15,448 (13%) | 4,591 (27%) |
| (3)Multi-state compact license | 3,002 (14%) | 19,269 (16%) | 719 (4%) |
| (4)Missing | 1 (<1%) | 14 (<1%) | 2 (<1%) |

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.
- (3) Those who hold a multi-state compact license. The NLC pertains to LPN and RN licenses only.

Table 2.42 shows the use of multi-state licensure (if applicable).

Table 2.42: Use of Multi-State Licensure

| | LPN N=1,952 | RN N=3,319 |
|--------------------|------------------------------|-----------------------------|
| Telehealth | 1,043 | 1,045 |
| Distance Education | 17 | 91 |
| Disaster Support | 386 | 391 |
| Have not used it | 135 | 34 |
| Other | 175 | 1,605 |
| More than one* | 196 | 153 |

N is the number of respondents.