

Chapter 3: Workforce Supply Data

This chapter is divided into three sections (RN, APN, and LPN), each describing a portion of the New Jersey Nursing Workforce. The data for this chapter was acquired from the New Jersey Board of Nursing license renewal survey.

Section 1: Registered Nurse (RN) Profile

Demographics

In the 2016-2017 survey periods, there were 96,113 RN respondents.

Table 3-A. RN Demographic Characteristics

	N = 96,113	%
Gender		
Female	86,639	90%
Male	7,878	8%
Transgender	23	0%
Choose not to answer	114	0%
Missing/No Data	1,459	2%
Race/Ethnicity		
American Indian	104	0%
Asian	14,429	15%
Black/African American	9,183	10%
White/Caucasian	61,562	64%
Hispanic/Latino	3,933	4%
Other	336	0%
Two or More Races	3,453	4%
Did not Disclose	3,113	3%

Figure 3-A. RN Initial Pre-Licensure Education

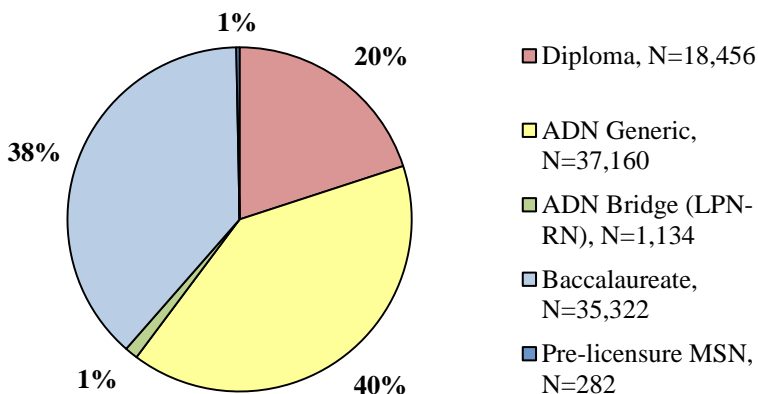
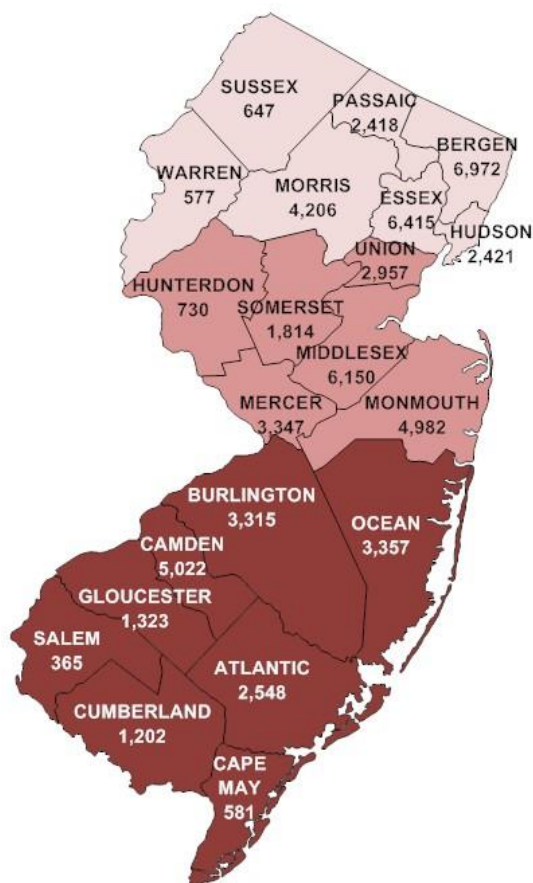


Figure 3-A shows the type of educational program that led to respondents' initial NCLEX examination and licensure. Of all RN respondents, 3,758 did not report the level of their initial pre-licensure education.

RN Geographic Distribution

Figure 3-B. Distribution of RNs by County



Figures 3-B and 3-C describe the employment of RNs geographically. Figure 3-B sorts RNs according to the zip code of their primary employer. Of the 96,113 RN survey respondents, 34,754 did not report their employer's zip code, so they are not included on this map.

Figure 3-C. Distribution of RNs by Region

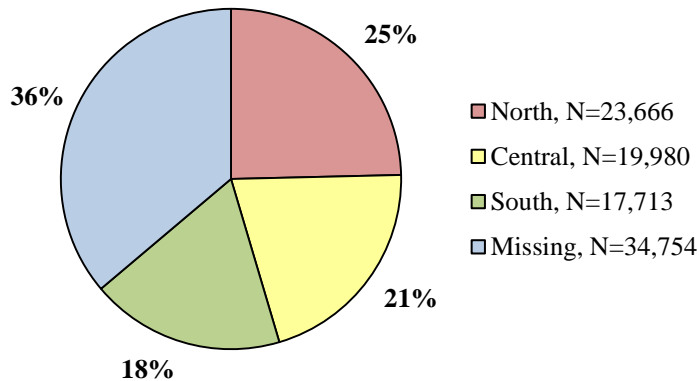
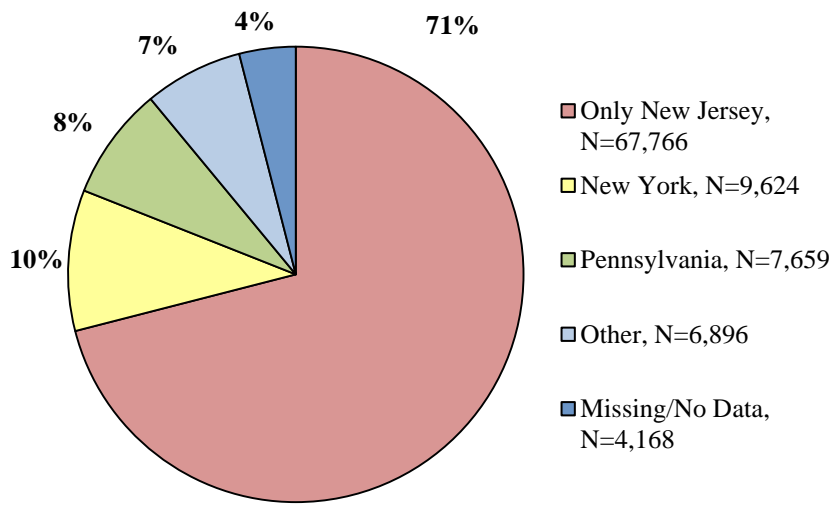


Figure 3-D. RN Licensure in States other than NJ

Approximately 25% (24,179) of RNs have an active licensure in one or more other states. These data do not show whether these RNs are practicing in these other states; it only shows whether they are licensed.

RN Employment Characteristics

Table 3-B shows details of the licensed RNs who are employed in a profession that utilizes their license.

Table 3-B. RN Nursing Employment Status

	N = 96,113	%
Employed as an RN		
Yes	83,969	87%
No	6,816	7%
Missing/No Data	5,328	6%
Hours per Week		
34 hours or less	21,208	22%
35-40 hours	58,343	61%
41-50 hours	1,542	2%
51 or more hours	1,733	2%
Missing/No Data	13,247	14%
Number of Positions		
1	54,845	57%
2	23,234	24%
3	4,309	4%
4	448	0%
5	334	0%
Missing/No Data	12,943	13%

Figures 3-E and 3-F describe RNs according to employment setting. Employment setting refers to the type of agency or department in which a nurse is working. According to Figure 3-E, nearly 50% of RNs are employed in a department within a hospital.

Figure 3-E. RN Primary Employment Setting

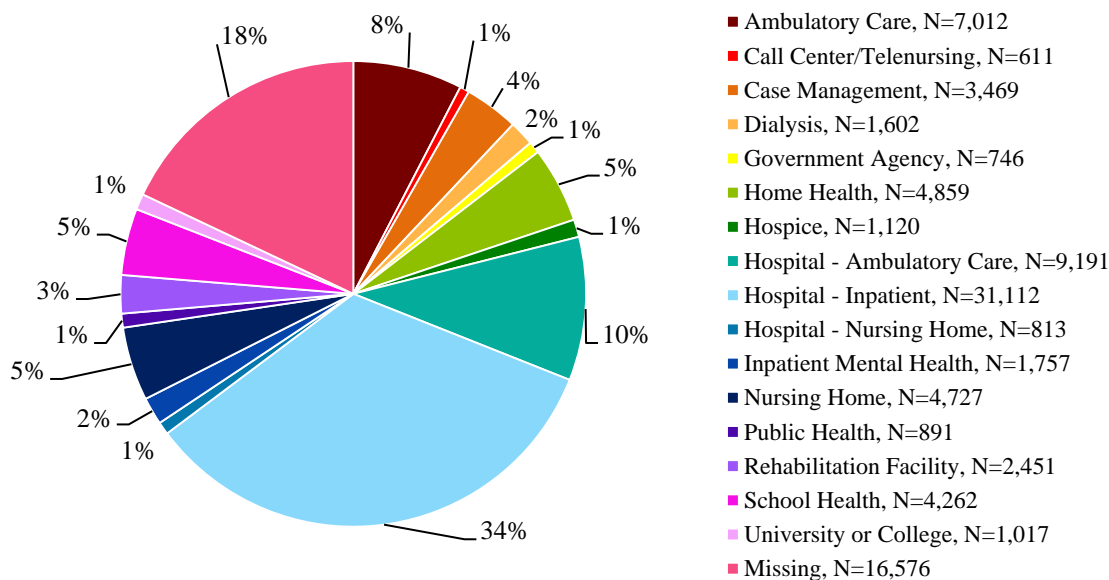
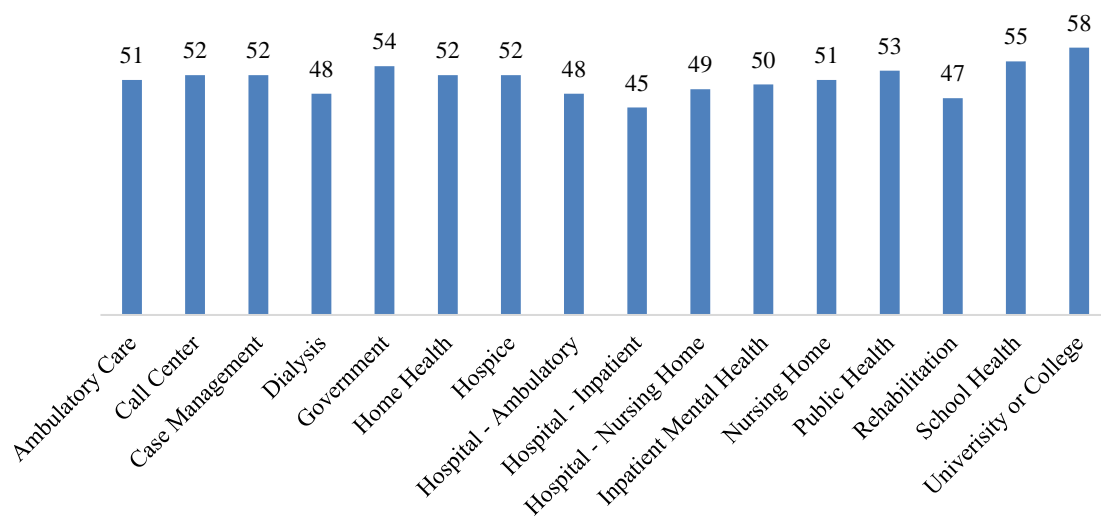


Figure 3-F shows the average age of RNs in each employment setting. The average age of RNs across all employment settings is 48.

Figure 3-F. Average Age of RNs According to Primary Employment Setting



Figures 3-G and 3-H describe RNs according to employment position. Employment position refers to a nurse’s job title. According to Figure 3-G, nearly 50% of RNs are employed as staff nurses. This corresponds to the number of RNs in Figure 3-E who are employed in hospital settings.

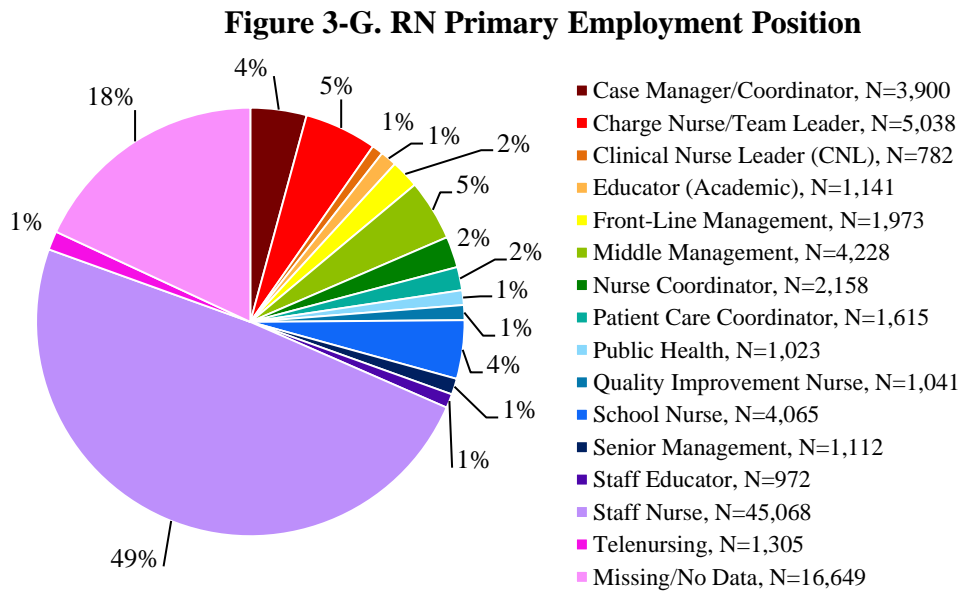


Figure 3-G shows the average age of RNs in each employment position. The average age of RNs across all employment positions is 48.

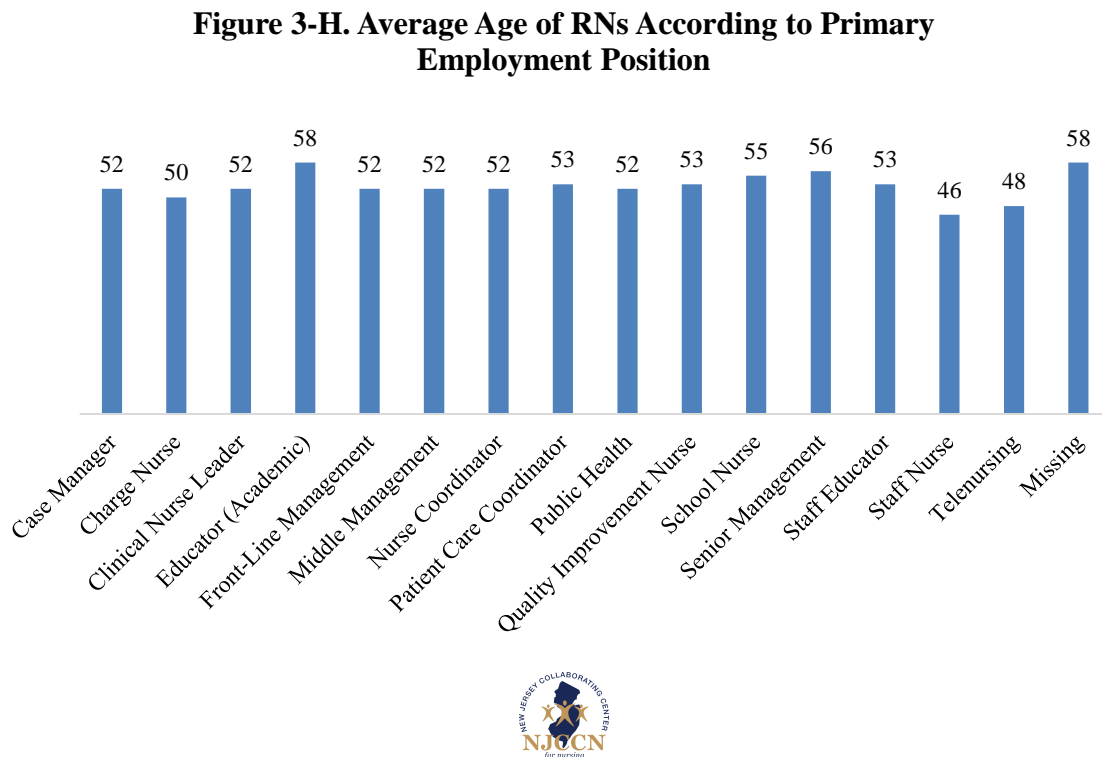
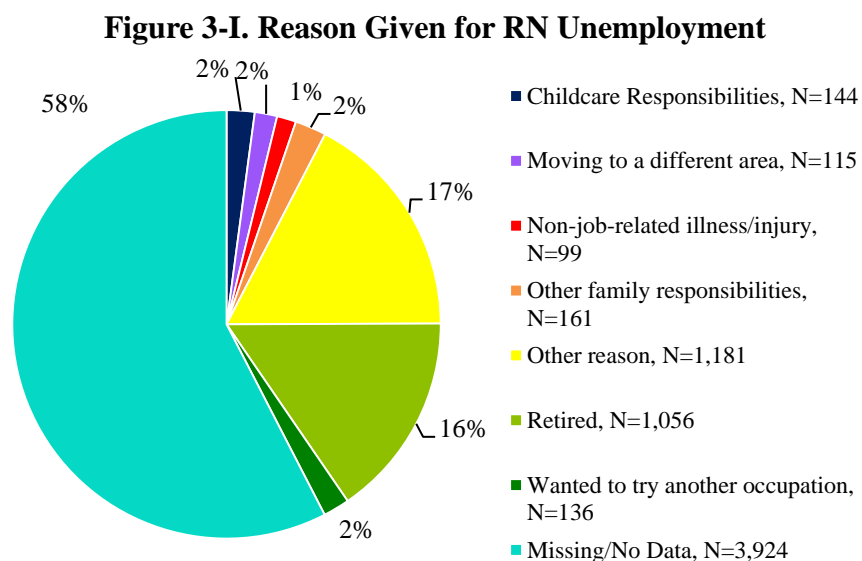


Figure 3-I shows the reasons given by the 6,816 RNs who reported that they were not employed. This is the first attempt to include the option to declare retired status in the survey.



Section 2: Advanced Practice Nurse (APN) Profile

In the 2016-2017 survey period, there were 5,293 APN respondents.

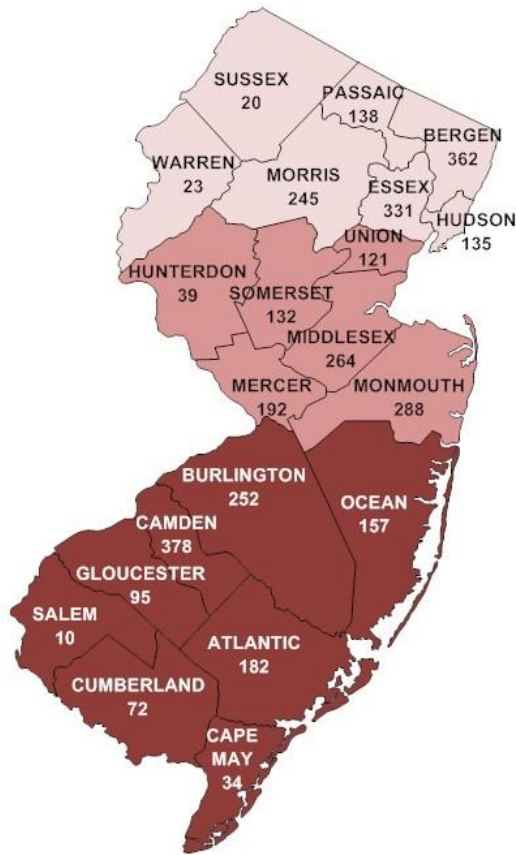
APN Demographics

Table 3-C. APN Demographic Characteristics

	N = 5,293	%
Gender		
Female	4,613	87%
Male	495	9%
Choose not to answer	25	0%
Missing/No Data	160	3%
Race/Ethnicity		
American Indian	7	0%
Asian	480	9%
Black/African American	475	9%
White/Caucasian	3,625	68%
Hispanic/Latino	218	4%
Other	15	0%
Two or More Races	135	3%
Did not Disclose	338	6%

APN Geographic Distribution

Figure 3-J. Distribution of APNs by County



Figures 3-J and 3-K describe the employment of APNs geographically. Figure 3-J sorts APNs according to the zip code of their primary employer. Of the 5,523 APN survey respondents, 2,053 did not report their employer's zip code, so they are not included on this map.

Figure 3-K. Distribution of APNs by Region

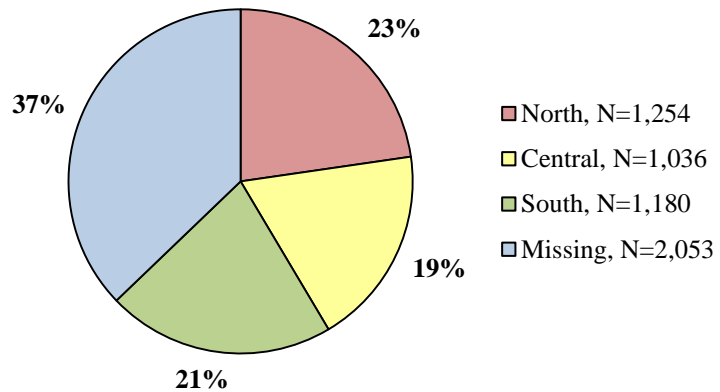
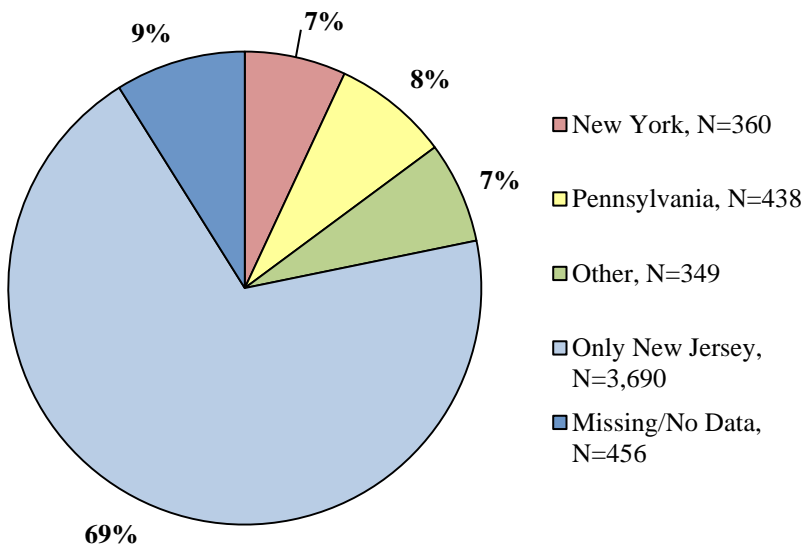


Figure 3-L. APN Licensure in States other than NJ



Approximately 22% (1,147) of APNs have an active licensure in one or more other states. These data do not show whether these APNs are practicing in these other states; it only shows whether they are licensed.

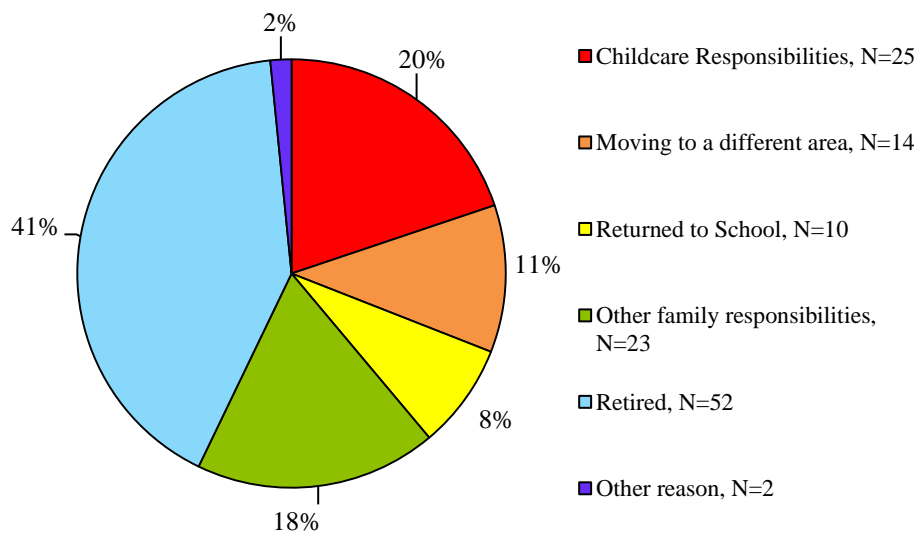
APN Employment Characteristics

The following table shows details of the licensed APNs who are employed in a profession that utilizes their license. The majority are full-time employees and report that they work in more than one position as an APN.

Table 3-D: APN Nursing Employment Status		
	N = 5,293	%
Employed as an APN		
Yes	4,701	88%
No	126	2%
Missing/No Data	466	9%
Hours per Week		
34 hours or less	1,270	24%
35-40 hours	3,046	58%
41-50 hours	280	5%
51 or more hours	103	2%
Missing/No Data	77	1%
Employed in More than 1 Position as an APN		
No	748	14%
Yes	4,161	79%
Missing/No Data	712	13%

Figure 3-M shows the reasons given by the 126 APNs who reported that they were unemployed.

Figure 3-M. Reason Given for APN Unemployment



Figures 3-N and 3-O describe APNs according to employment setting. Employment setting refers to the type of agency or department in which a nurse is working.

Figure 3-N. APN Primary Setting

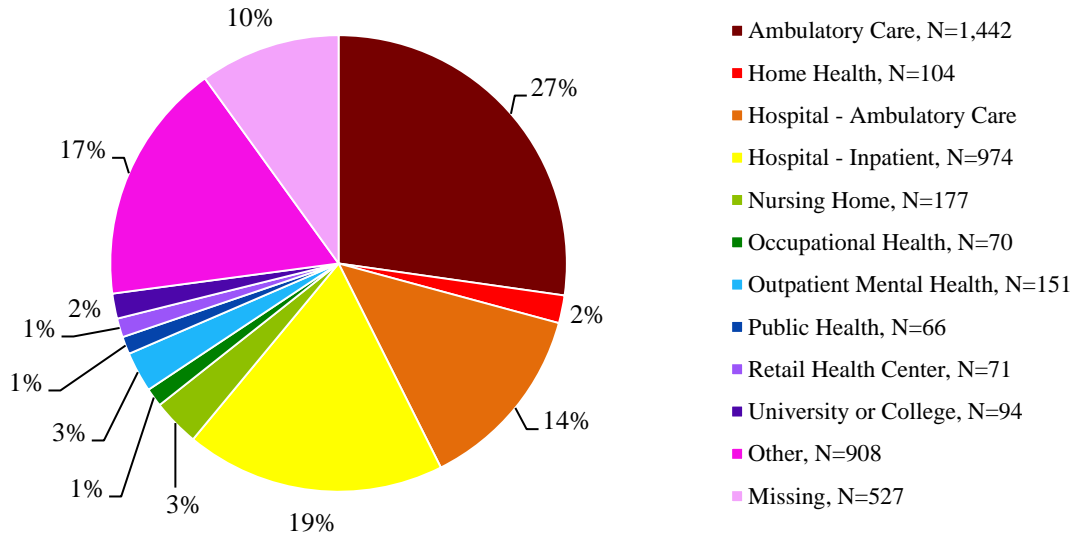
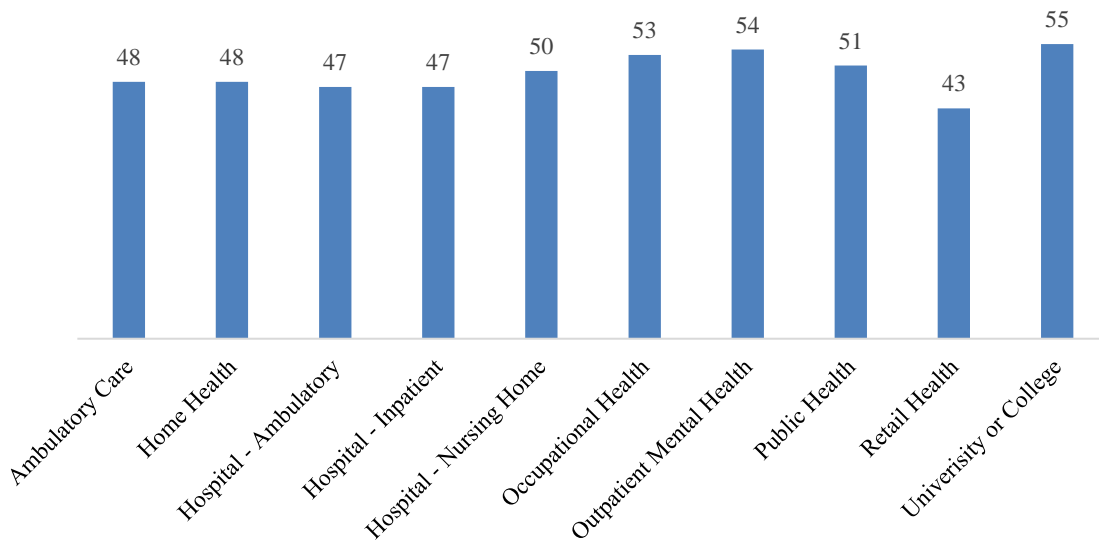


Figure 3-G shows the average age of APNs in each employment setting. The average age of APNs across all employment settings is 48.

Figure 3-O. Average Age of APNs According to Primary Employment Setting



Figures 3-P and 3-Q describe APNs according to employment position. Employment position refers to a nurse’s job title. Of the nurse who supplies employment position data, the two greatest categories are Nurse Practitioner and Staff Nurse.

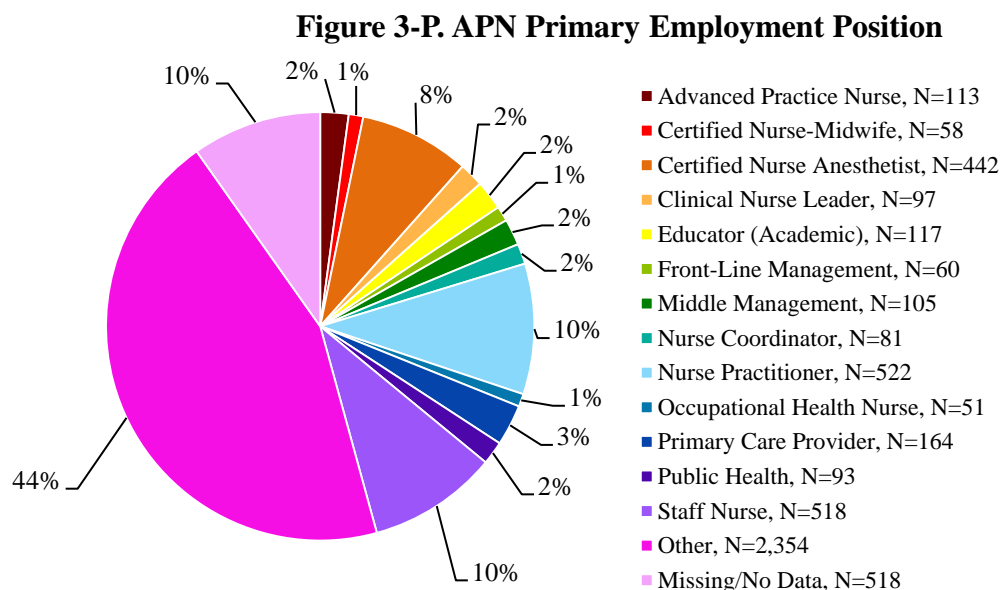
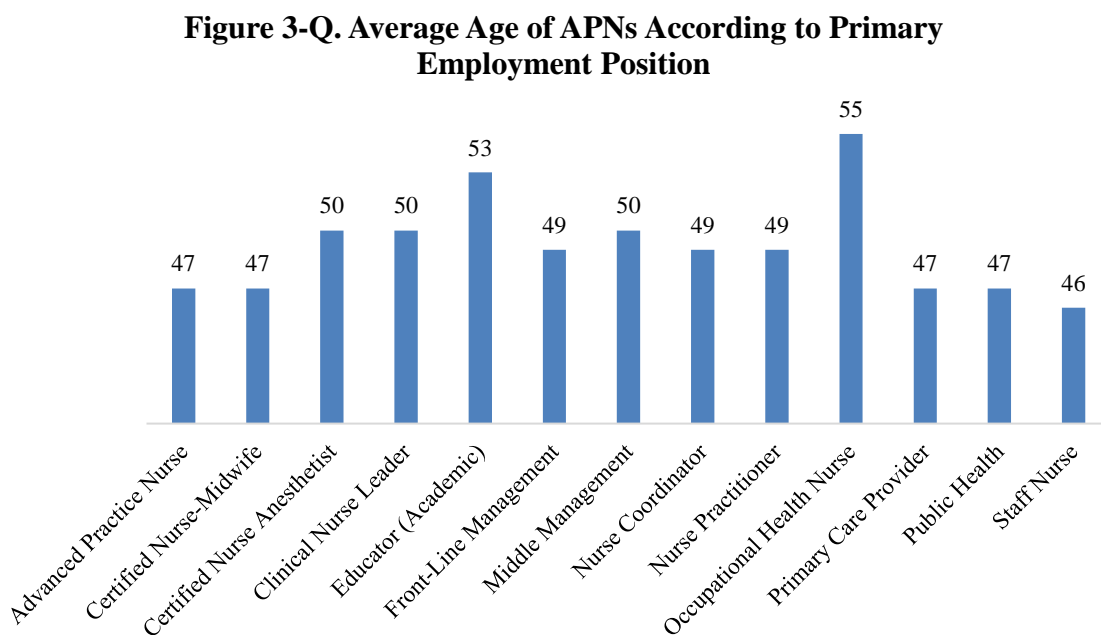


Figure 3-Q shows the average age of APNs in each employment position. The average age of APNs across all employment positions is 48.



Section 3: Licensed Practical Nurse (LPN) Profile

In the 2016-2017 survey period, there were 16,831 LPN respondents.

LPN Demographics

Table 3-E. LPN Demographic Characteristics		
	N = 16,831	%
Gender		
Female	14,606	87%
Male	1,675	10%
Transgender	2	0%
Choose not to answer	31	0%
Missing/No Data	517	3%
Race/Ethnicity		
American Indian	27	0%
Asian	1,194	7%
Black/African American	5,349	32%
White/Caucasian	7,366	44%
Hispanic/Latino	1,278	8%
Other	89	1%
Two or More Races	859	5%
Did not Disclose	669	4%

Figure 3-R. LPN Initial Pre-Licensure Education

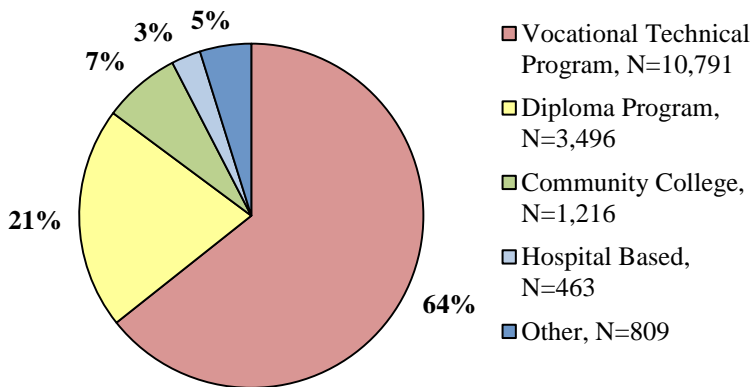
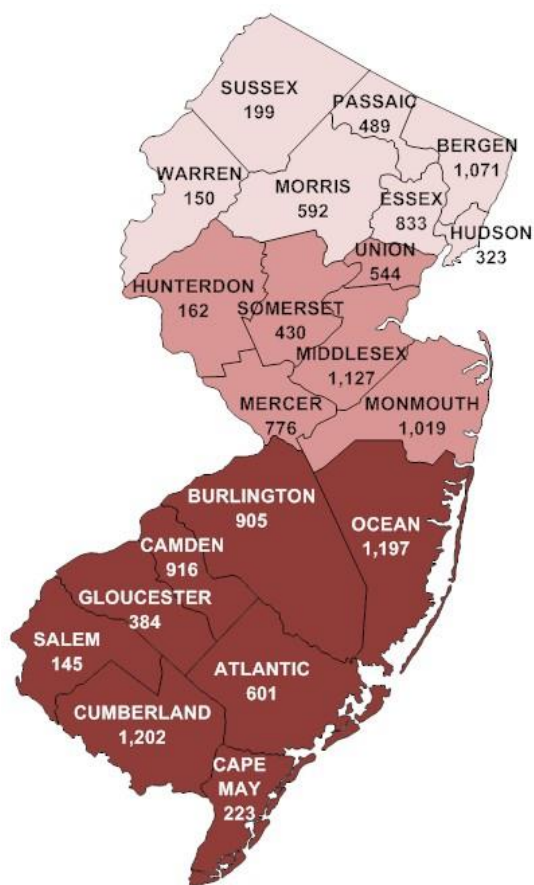


Figure 3-R shows the type of educational program that led to respondents' initial NCLEX-PN examination and licensure. Of all LPN respondents, 11 did not report the level of their pre-licensure education.

LPN Geographic Distribution

Figure 3-S. Distribution of LPNs by County



Figures 3-S and 3-T describe the employment of LPNs geographically. Figure 3-S sorts LPNs according to the zip code of their primary employer. Of the 16,831 survey respondents, 4,282 did not report their employer’s zip code, so they are not included on this map.

Figure 3-T. Distribution of LPNs by Region

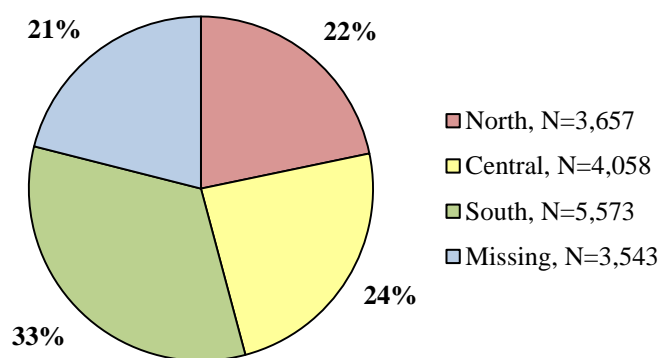
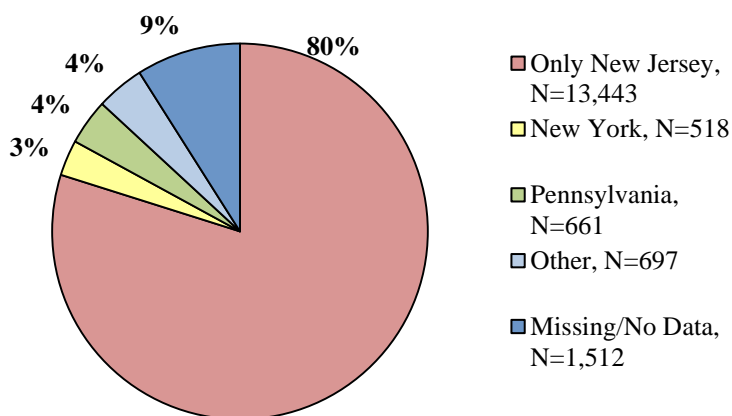


Figure 3-U. LPN Licensure in States other than NJ



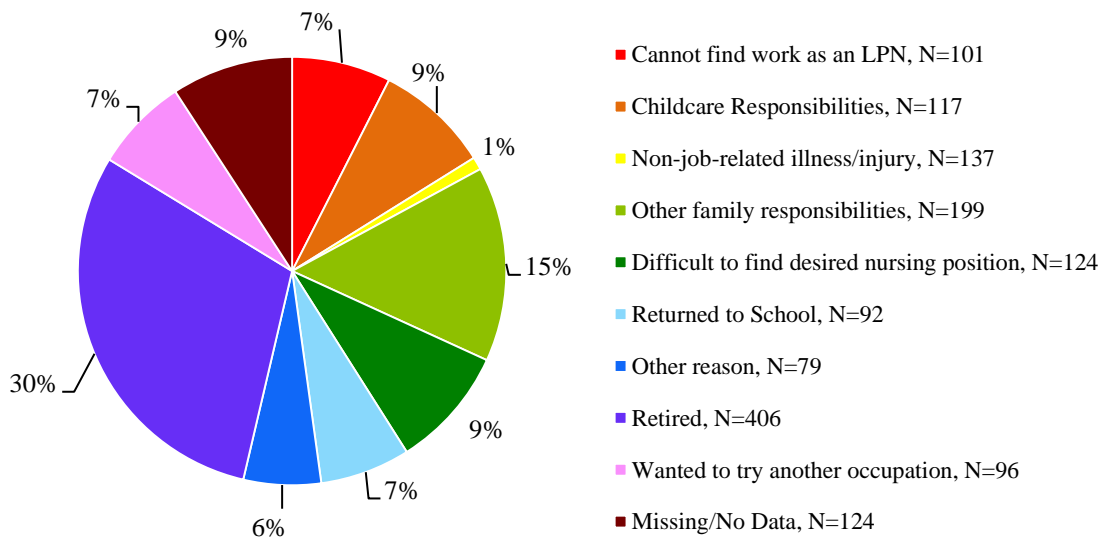
Approximately 11% (1,876) of LPNs have an active licensure in one or more other states. These data do not show whether these LPNs are practicing in these other states; it only shows whether they are licensed. Licensure in other states is proportionally much less common in LPNs than in RNs or APNs.

LPN Employment Characteristics

The following table shows details of the licensed LPNs who are employed in a profession that utilizes their license.

Table 3-F. LPN Nursing Employment Status		
	N = 16,831	%
Employed as an LPN		
Yes	14,502	86%
No	1,351	8%
Missing/No Data	978	6%
Hours per Week		
34 hours or less	4,017	24%
35-40 hours	8,351	50%
41-50 hours	347	2%
51 or more hours	238	1%
Missing/No Data	3,878	23%
Number of Positions		
1	9,301	55%
2	4,090	24%
3	806	5%
4	83	0%
5	22	0%
Missing/No Data	2,529	15%

Figure 3-V. Reason Given for LPN Unemployment



Figures 3-W and 3-X describe LPNs according to employment setting. Employment setting refers to the type of agency or department in which a nurse is working. According to Figure 3-W, LPNs are heavily concentrated in long-term care settings, with 31% of LPNs are working in Nursing Homes and 15% working in Home Health.

Figure 3-W. LPN Primary Employment Setting

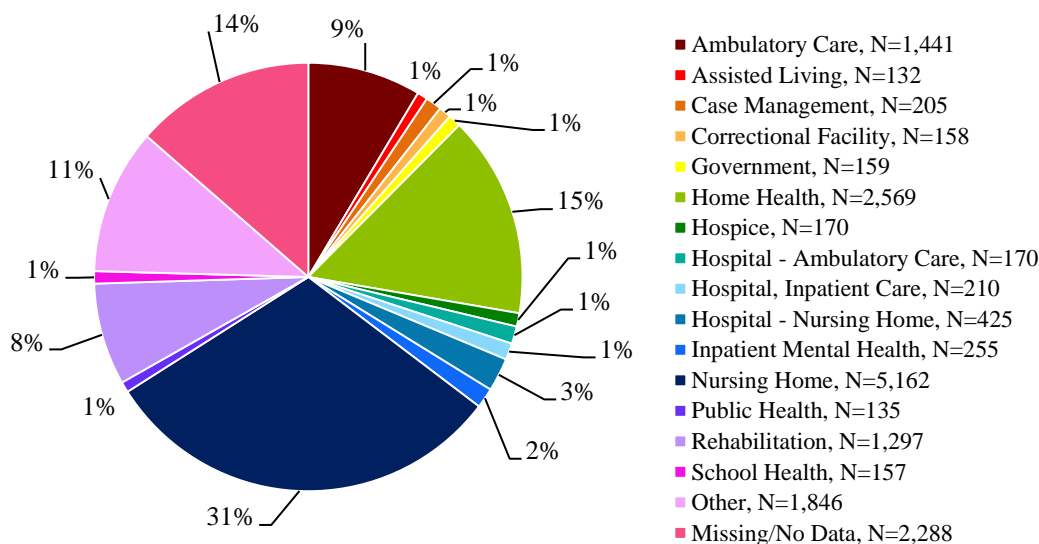
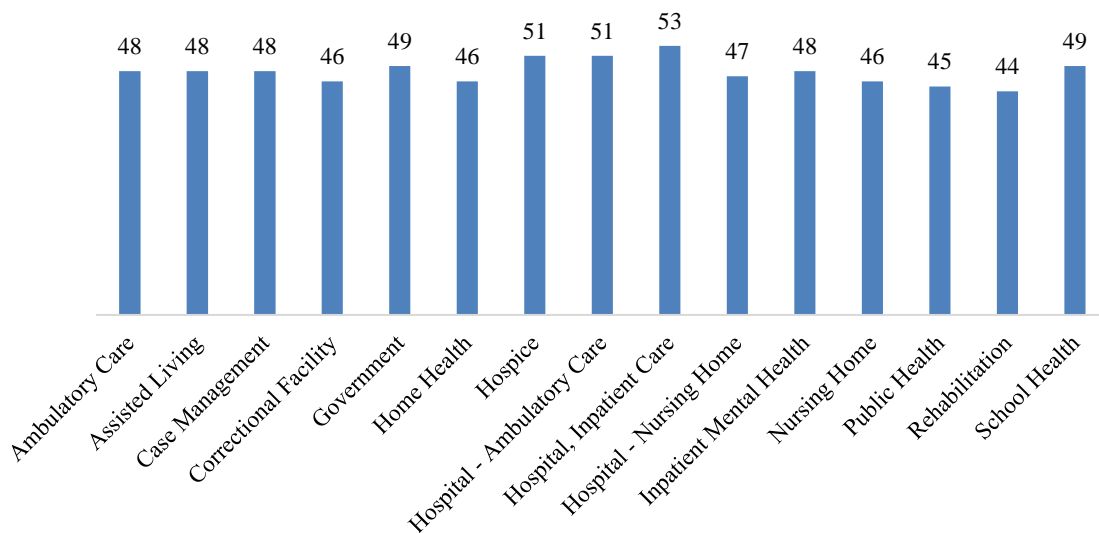


Figure 3-X shows the average age of LPNs in each employment setting. The average age of LPNs across all employment settings is 47.

Figure 3-X. Average Age of LPNs According to Primary Employment Setting



Figures 3-Y and 3-Z describe LPNs according to employment position. Employment position refers to a nurse’s job title. According to Figure 3-Y, 52% of LPNs are employed as staff nurses.

Figure 3-Y. LPN Primary Employment Position

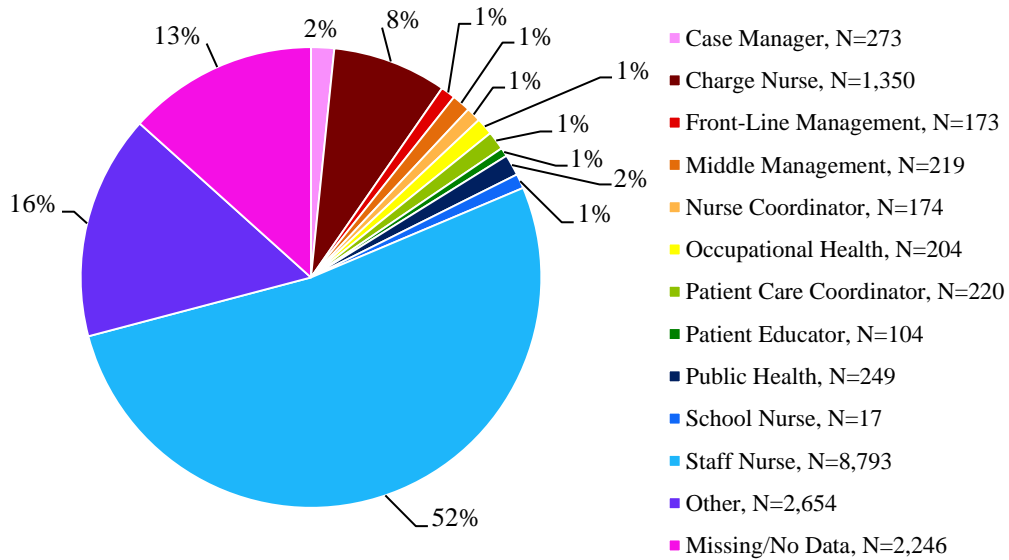


Figure 3-Z shows the average age of LPNs in each employment position. The average age of LPNs across all employment settings is 47.

Figure 3-Z. Average Age of LPNs According to Primary Employment Position

