# *Chapter 2: Workforce Supply Data*

The data for this chapter were acquired from the 2018 New Jersey Board of Nursing (NJBON) license renewal survey. In 2018, the NJBON changed its survey questions to the Nursys® Licensure and Workforce tool. To ensure consistency of data, the Center did not combine 2018 Nursys® data with the Center's data from the previous year. Therefore, as licenses are due to be renewed every two years, this one-year report only covers **half** of the licensees in New Jersey. Data are only reported if there are sufficient responses to be representative of the response pool.

## *Section 1: Registered Nurse (RN) Profile*

*License Status*

In the 2018 survey period, there were 54,559 RN respondents.

**Table 46. RN License Status**

|  | N = 54,559 | % |
|---|---|---|
| Active | 52,246 | 96 |
| Not Active | 2,313 | 4 |

**Table 47** describes the method by which RNs attain their licensure. Those who attain their license via exam have graduated from an approved school of nursing and then taken the NCLEX examination. Those who attain their license via endorsement have first been licensed in another state.

**Table 47. RN Basis for Licensure**

|  | N = 54,559 | % |
|---|---|---|
| Exam | 35,912 | 66 |
| Endorsement | 18,647 | 34 |

## RN Demographics

**Table 48** shows that New Jersey's RNs are primarily white, female, and within 46-65 years of age. The average age of RNs is 49.8 years.

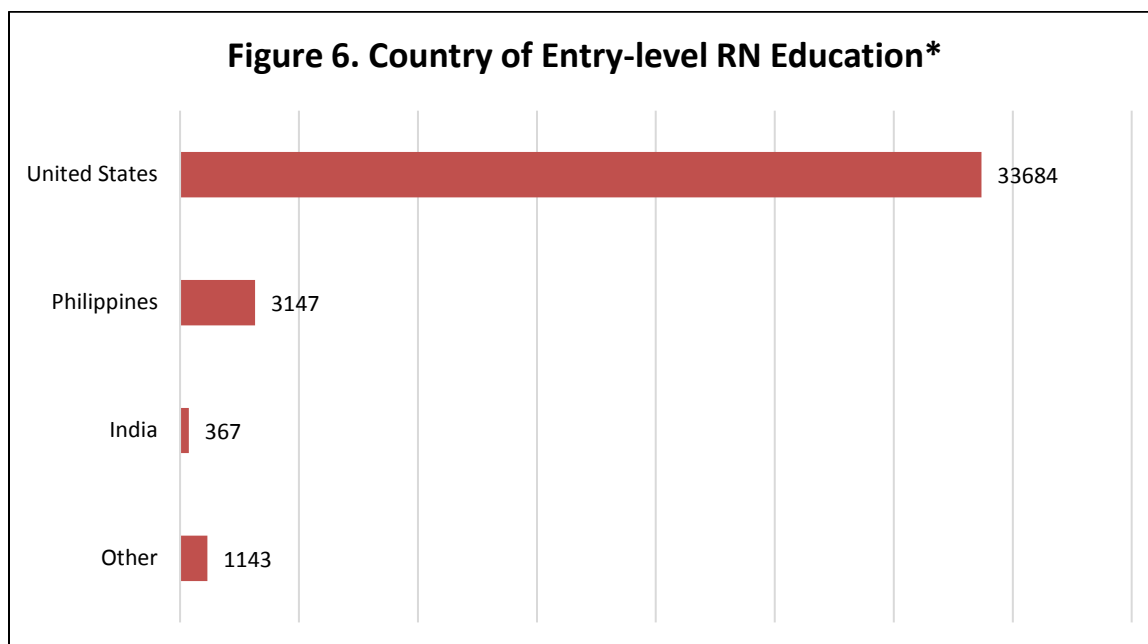| Table 48. RN Demographic Characteristics | | |
|---|---|---|
| **Gender** | **N = 54,559** | **%** |
| **Female** | **49,878** | **91** |
| **Male** | **4,680** | **9** |
| **Missing/No Data** | **1** | **0** |
| **Race/Ethnicity** | **N = 54,559** | **%** |
| **Asian** | **7,408** | **14** |
| **Black/African American** | **4,447** | **8** |
| Caucasian | 31,488 | 58 |
| **Hispanic** | **2,227** | **4** |
| Native American | 52 | 0 |
| **Pacific Islander** | **393** | **1** |
| Other | 1,219 | 2 |
| **Missing/No Data** | **7,325** | **13** |
| **Age** | **N = 54,559** | **%** |
| 0-18 | 2 | 0 |
| 19-25 | 974 | 2 |
| 26-35 | 9,441 | 17 |
| 36-45 | 9,799 | 18 |
| 46-55 | 12,891 | 24 |
| 56-65 | 15,966 | 29 |
| 66-75 | 4,742 | 9 |
| 76-85 | 707 | 1 |
| 86+ | 36 | 0 |

## Education

**Table 49** describes the highest degree of nursing education currently held by respondents who were renewing their RN license. Of the 39,298 who provided data (excluding "Missing"), 66% have a Baccalaureate or higher degree in nursing, and 29% have an Associate's Degree in nursing.

| Table 49. RN Highest Level of Nursing Education* | | |
|---|---|---|
| | **N = 54,559** | **%** |
| **Diploma in Nursing** | **2,257** | **6** |
| **Associate's Degree in Nursing** | **11,419** | **29** |
| **Baccalaureate Degree in Nursing** | **21,811** | **56** |
| **Master's Degree in Nursing** | **3,498** | **9** |
| **DNP in Nursing** | | |
| **PhD in Nursing** | 313 | 1 |
| **Other Doctoral Degree in Nursing** | | |

*The missing (15,261) are excluded from the percent calculation.

**Figure 6** describes the 38,341 respondents who provided data on the country in which they received their entry-level nursing education. The Philippines were the most common source of entry-level nursing education outside of the United States. Other countries in which nurses received their entry-level nursing education include (in order of most to least common) Nigeria, Korea, UK & Northern Ireland, Canada, Poland, and Jamaica.



Figure 6. Country of Entry-level RN Education*

| Country | Value |
|---|---|
| United States | 33684 |
| Philippines | 3147 |
| India | 367 |
| Other | 1143 |

*The missing (16,218) are excluded from the percent calculation.

## *Employment Status*

In **Table 50**, being "Employed in Nursing" is defined as being employed as a nurse or in a position that requires an RN license. **Table 50** describes the employment status of the 39,455 RNs who reported their employment status.

**Table 50. RN Employment Status***

| | N = 54,559 | % |
|---|---|---|
| **Employed in Nursing Full-Time** | **29,314** | **74** |
| **Employed in Nursing Part-Time** | **3,874** | **10** |
| **Employed in Nursing Per Diem** | **2,238** | **6** |
| **Volunteering (only) in Nursing** | **228** | **1** |
| **Retired** | **1,613** | **4** |
| **Unemployed, seeking work in Nursing** | **1,085** | **3** |
| **Employed in a field other than Nursing** | **1,103** | **3** |

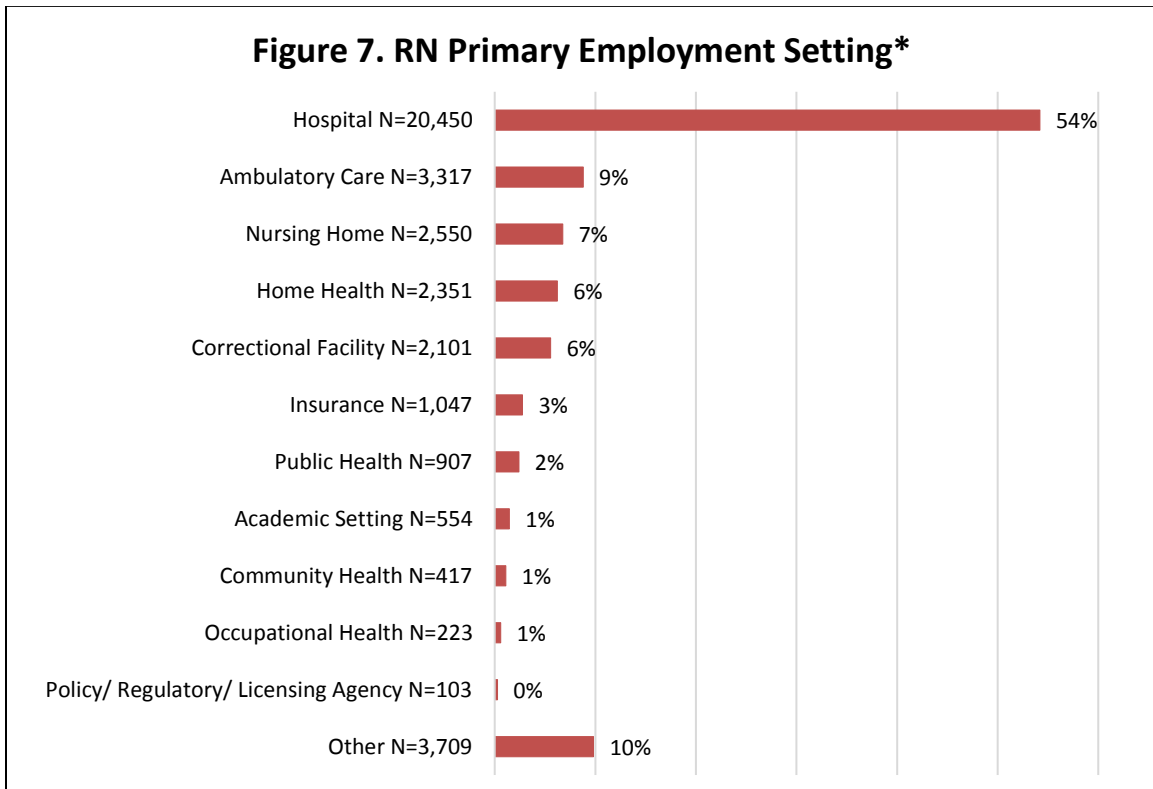*The missing (15,104) are excluded from the percent calculation.

Respondents were asked the number of positions they are currently holding as a nurse. The following table shows their answers, indicating that a portion of New Jersey's RN workforce is holding multiple RN positions. **Table 51** describes the employment status of the 35,303 RNs who reported their number of RN positions.

| Table 51. Number of RN Positions* | | |
|---|---|---|
| | **N = 54,559** | **%** |
| **1 position** | **28,895** | **82** |
| **2 positions** | **5,785** | **16** |
| **3 positions** | **623** | **2** |

*The missing (19,256) are excluded from the percent calculation.

*Primary Employment Characteristics*
**Figure 7** describes the 37,729 respondents who provided **primary employment setting** data. Of those, more than 54% of respondents reported that their primary employment setting was in a hospital.



Figure 7. RN Primary Employment Setting*

- Hospital N=20,450 — 54%
- Ambulatory Care N=3,317 — 9%
- Nursing Home N=2,550 — 7%
- Home Health N=2,351 — 6%
- Correctional Facility N=2,101 — 6%
- Insurance N=1,047 — 3%
- Public Health N=907 — 2%
- Academic Setting N=554 — 1%
- Community Health N=417 — 1%
- Occupational Health N=223 — 1%
- Policy/ Regulatory/ Licensing Agency N=103 — 0%
- Other N=3,709 — 10%

*The missing (16,830) are excluded from the percent calculation.

**Figure 8** describes the 37,621 respondents who provided **primary position** data. Of these, 69% reported that their primary employment position was as a staff nurse.
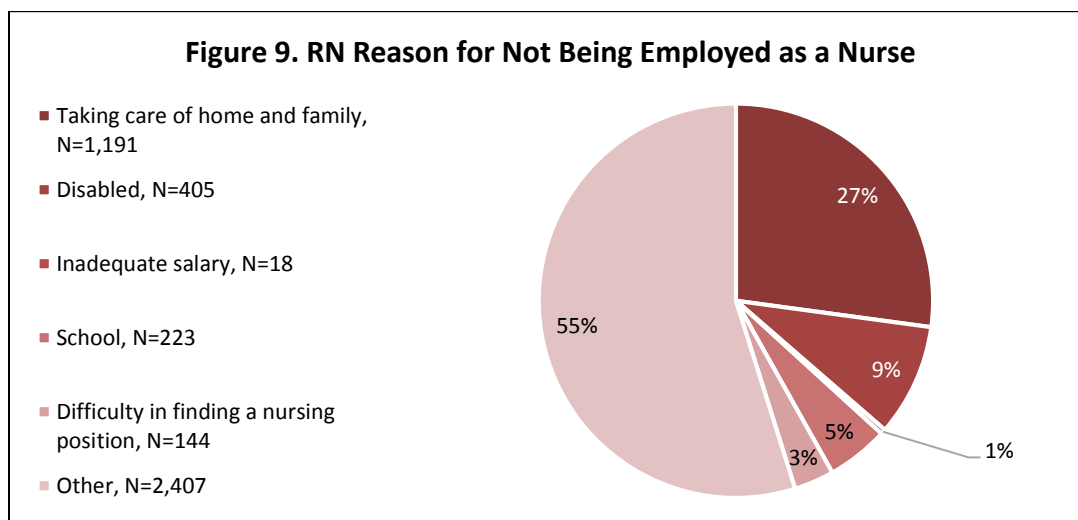
**Figure 8. RN Primary Employment Position Description***

| Position | Percent |
|---|---|
| Staff Nurse N=26,109 | 69% |
| Nurse Manager N=4,457 | 12% |
| Other - Health Related N=3,868 | 10% |
| Nurse Executive N=940 | 2% |
| Nurse Faculty N=777 | 2% |
| Nursing Consultant N=698 | 2% |
| Nurse Researcher N=182 | 0% |
| Advanced Practice Nurse N=93 | 0% |
| Other - Not Health Related N=497 | 1% |
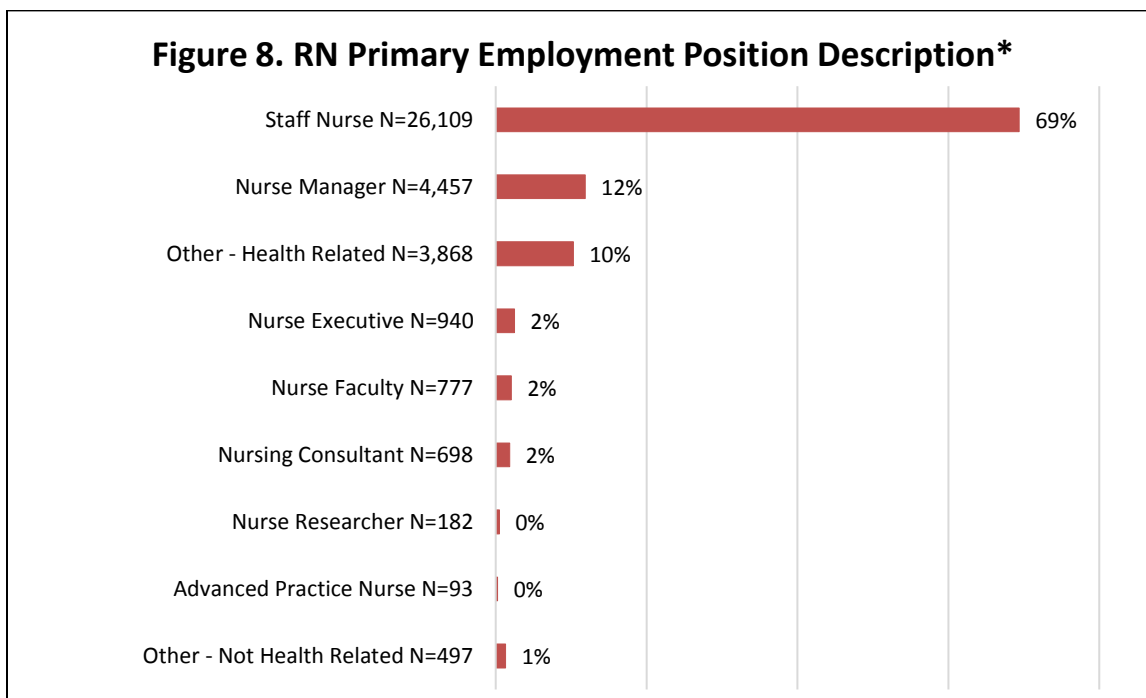
*The missing (16,938) are excluded from the percent calculation.

*Secondary Employment Characteristics*
Secondary employment setting data were not reported due to a very low response rate.

## RN Unemployment
**Figure 9** shows that there were 4,388 RNs who reported a reason for not being employed as a nurse. Of those, 55% cited "taking care of home and family" as their main reason.

**Figure 9. RN Reason for Not Being Employed as a Nurse**

- Taking care of home and family, N=1,191 — 55%
- Disabled, N=405 — 27%
- Inadequate salary, N=18 — 1%
- School, N=223 — 5%
- Difficulty in finding a nursing position, N=144 — 3%
- Other, N=2,407 — 9%

*Intent to Retire*

In 2018, NJCCN asked participants of their intent to retire within the next two years, prior to the next renewal. In response, 5% of RNs indicated a plan to retire within this timeframe (not inclusive of missing data).

**Table 52** identifies RNs who declared an intent to retire by age bracket. Of nurses who are 66-75 years old, 29% intend to retire, and of nurses who are 76-85 years old, 39% intend to retire.

**Table 52. RN Intent to Retire by Age\***

| Age | Number of RNs | Intend to Retire | % |
|---|---|---|---|
| 18-25 | 801 | 3 | 0 |
| 26-35 | 7,339 | 25 | 0 |
| 36-45 | 7,553 | 31 | 0 |
| 46-55 | 9,725 | 60 | 1 |
| 56-65 | 11,496 | 789 | 7 |
| 66-75 | 2,692 | 788 | 29 |
| 76-85 | 333 | 131 | 39 |
| 86-95 | 11 | 6 | 55 |

\* The missing (14,608) are excluded from the percent calculation.

# Section 2: Advanced Practice Nurse (APN) Profile

## License Status

The New Jersey Board of Nursing (NJBON) did not ask any questions in their Nursys® survey to identify and count APNs. However, NJCCN added a question to the survey inquiring about respondent specialties (CRNA/CNS/CNM/NP), and answers to that question were matched to those who identified their license type to be RN. Thus, for the purposes of this report, APNs are identified as those who have an RN license and declared one or more certification (CRNA/CNS/CNM/NP). There were 4,058 such respondents.

**Table 53. APN License Status**

|  | N = 4,058 | % |
|---|---|---|
| Active | 3,943 | 97 |
| Not Active | 115 | 3 |

**Table 54. APN Basis for Licensure**

|  | N = 4,058 | % |
|---|---|---|
| Exam | 2,041 | 50 |
| Endorsement | 2,016 | 50 |

**Table 55. APN Specialty**

|  | N = 4,058 | % |
|---|---|---|
| Nurse Practitioner (NP) | 3,178 | 78 |
| Clinical Nurse Specialists (CNS) | 351 | 9 |
| Certified Nurse Midwife (CNM) | 147 | 4 |
| Certified Nurse Anesthetist (CRNA) | 467 | 12 |

## APN Demographics

**Table 56** shows that New Jersey's APNs are predominantly white, female, and within 45-65 years of age. The average age is 48.7 years.

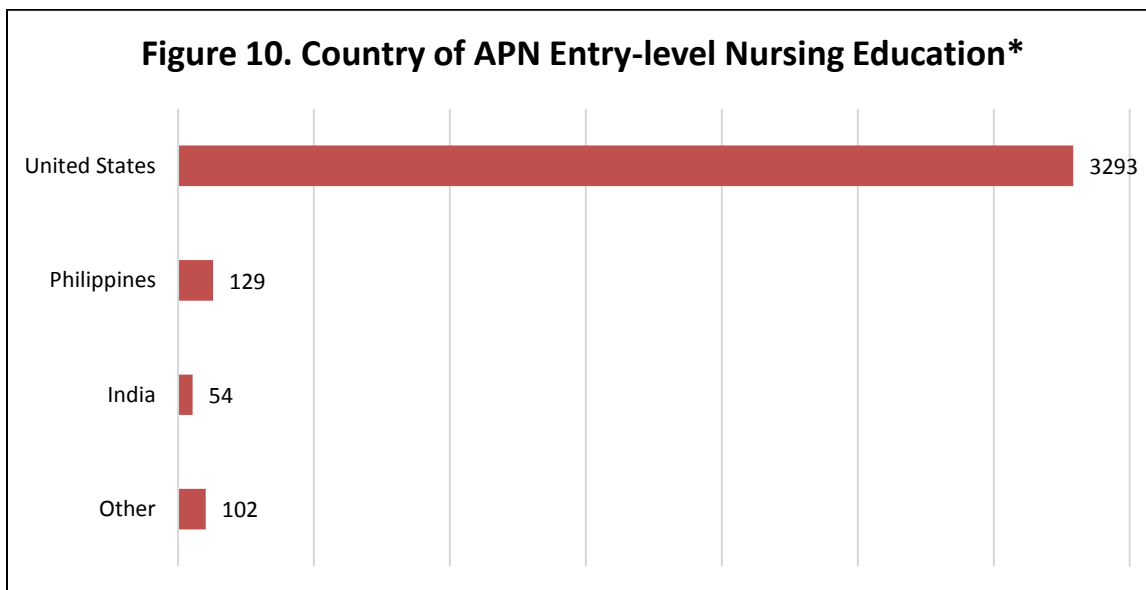| Table 56. APN Demographic Characteristics | | |
|---|---|---|
| **Gender** | **N = 4,058** | **%** |
| **Female** | **3,679** | **91** |
| **Male** | **379** | **9** |
| **Missing/No Data** | **0** | **0** |
| **Race/Ethnicity** | **N = 4,058** | **%** |
| **Asian** | **444** | **11** |
| **Black/African American** | **380** | **9** |
| Caucasian | 2,489 | 61 |
| **Hispanic** | **168** | **4** |
| **Native American** | **7** | **0** |
| **Pacific Islander** | **37** | **1** |
| **Other** | **107** | **3** |
| **Missing/No Data** | **428** | **11** |
| **Age** | **N = 4,058** | **%** |
| **0-18 years** | **1** | **0** |
| **19-25 years** | **4** | **0** |
| **26-35 years** | **754** | **19** |
| **36-45 years** | **963** | **24** |
| **46-55 years** | **1,004** | **25** |
| **56-65 years** | **1,007** | **25** |
| **66-75 years** | **294** | **7** |
| **76-85 years** | **29** | **1** |
| **86+ years** | **2** | **0** |

## APN Education

**Table 57** describes the highest degree of nursing education currently held by respondents who renewed their APN license in 2018. The majority were prepared at the MSN level.

| Table 57. APN Highest Level of Nursing Education* | | |
|---|---|---|
| | **N = 4,058** | **%** |
| **Master's Degree in Nursing** | **3,181** | **88** |
| **DNP in Nursing** | **320** | **9** |
| **PhD in Nursing** | **63** | **2** |
| **Other Doctoral Degree in Nursing** | **39** | **1** |

*The missing (455) are excluded from the percent calculation.

**Figure 10** shows the country in which respondents received their entry-level nursing education. There were 479 respondents who did not provide data for this question. The Philippines were the most common source of entry-level nursing education outside of the United States. Other countries include (in order of most to least common) Nigeria, Korea, UK & Northern Ireland, Canada, Poland, and Jamaica.

**Figure 10. Country of APN Entry-level Nursing Education***

| Country | Count |
|---|---|
| United States | 3293 |
| Philippines | 129 |
| India | 54 |
| Other | 102 |

*The missing (479) are excluded from the percent calculation.

## Employment Status
**Table 58** describes the employment status of APNs. The majority of respondents are working full-time in Nursing.

### Table 58. APN Employment Status*

|  | N = 4,058 | % |
|---|---|---|
| **Employed in Nursing Full-Time** | **3,031** | **82** |
| **Employed in Nursing Part-Time** | **366** | **10** |
| **Employed in Nursing Per Diem** | **127** | **3** |
| **Volunteering (only) in Nursing** | **13** | **0** |
| **Retired** | **60** | **2** |
| **Unemployed, seeking work in Nursing** | **66** | **2** |
| **Employed in a field other than Nursing** | **46** | **1** |

*The missing (349) are excluded from the percent calculation.

**Table 59** describes the number of positions that respondents are currently holding, indicating that nearly a quarter of New Jersey's APN workforce is holding multiple positions.
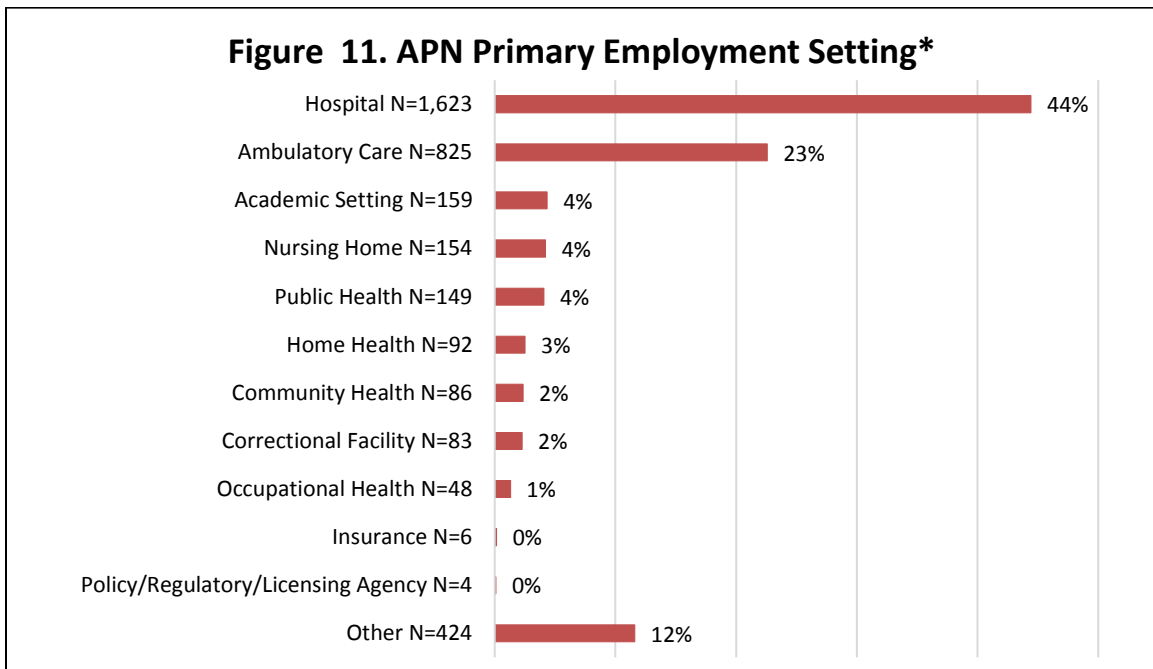
**Table 59. Number of APN Positions***

| Number of Positions | N = 4,058 | % |
|---|---|---|
| 1 | 2,452 | 72 |
| 2 | 782 | 23 |
| 3 | 168 | 5 |

*The missing (656) are excluded from the percent calculation.

*Primary Employment Characteristics*

**Figure 11** describes the 3,653 respondents who provided primary employment setting data. Of those, 44% are in hospital settings with the majority of APNs working outside of hospital settings.

**Figure 11. APN Primary Employment Setting***

| Setting | Percent |
|---|---|
| Hospital N=1,623 | 44% |
| Ambulatory Care N=825 | 23% |
| Academic Setting N=159 | 4% |
| Nursing Home N=154 | 4% |
| Public Health N=149 | 4% |
| Home Health N=92 | 3% |
| Community Health N=86 | 2% |
| Correctional Facility N=83 | 2% |
| Occupational Health N=48 | 1% |
| Insurance N=6 | 0% |
| Policy/Regulatory/Licensing Agency N=4 | 0% |
| Other N=424 | 12% |

*The missing (405) are excluded from the percent calculation.

**Figure 12** describes the 3,650 respondents who provided primary employment position descriptions. Of these, 79% reported that their primary employment position was as an APN.

## Figure 12. APN Primary Employment Position Description*

| Position | Percent |
|---|---|
| Advanced Practice Nurse N=2,868 | 79% |
| Staff Nurse N=340 | 9% |
| Nurse Faculty N=146 | 4% |
| Nurse Manager N=99 | 3% |
| Nurse Executive N=57 | 2% |
| Nursing Consultant N=21 | 1% |
| Nurse Researcher N=8 | 0% |
| Other - Health Related N=101 | 3% |
| Other - Not Health Related N=10 | 0% |
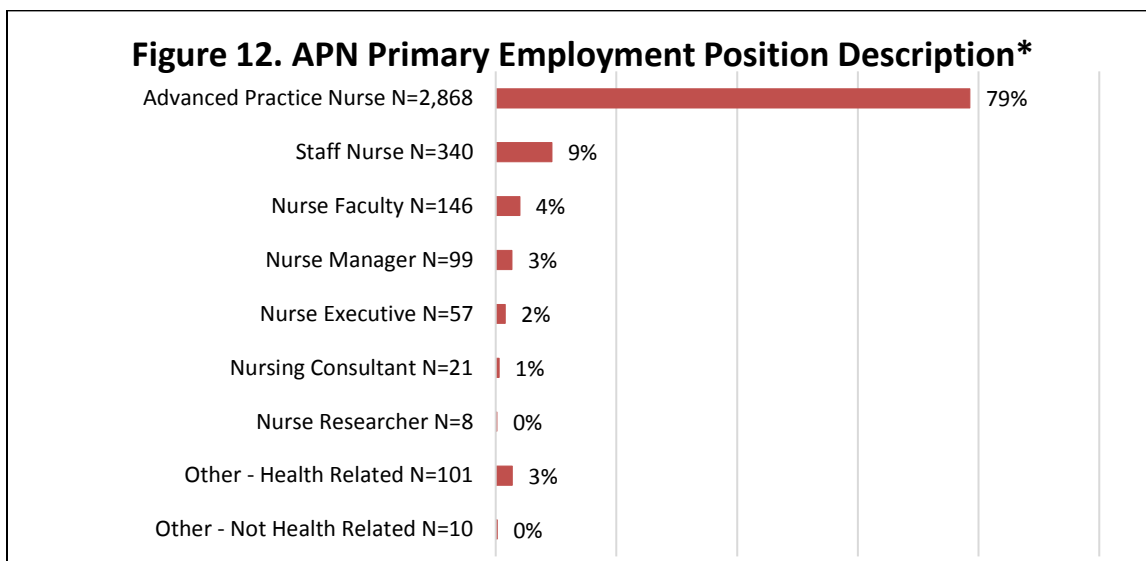
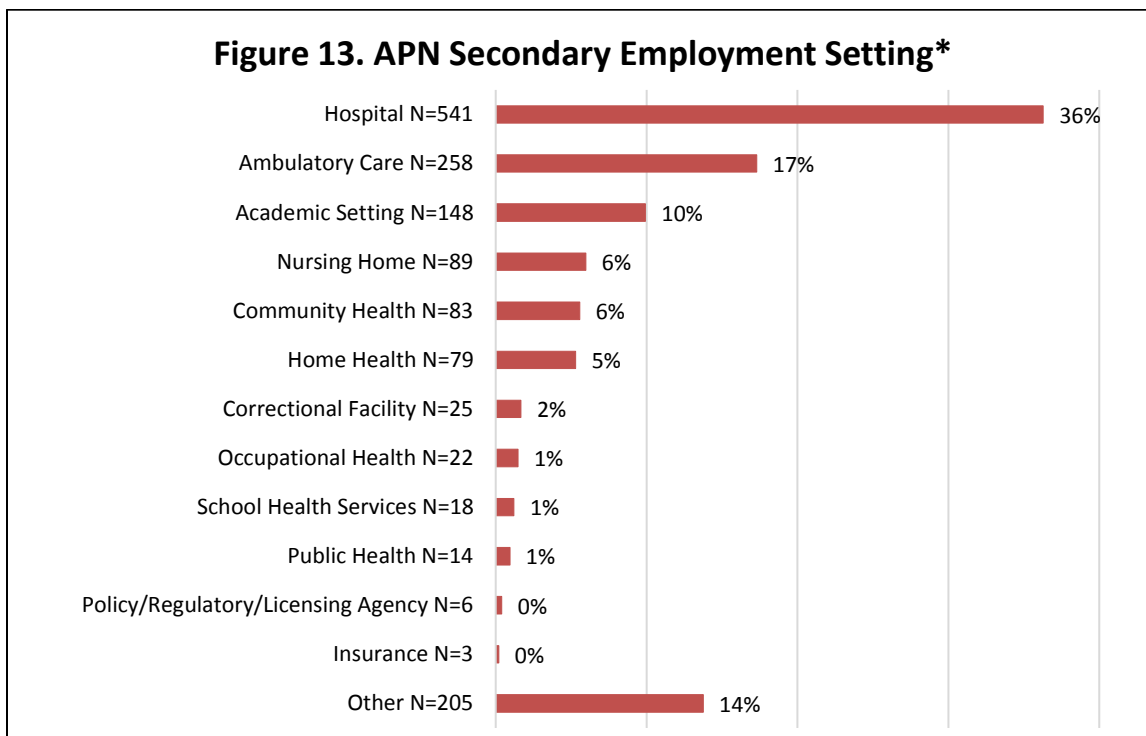*The missing (408) are excluded from the percent calculation.

*Secondary Employment Position Characteristics*
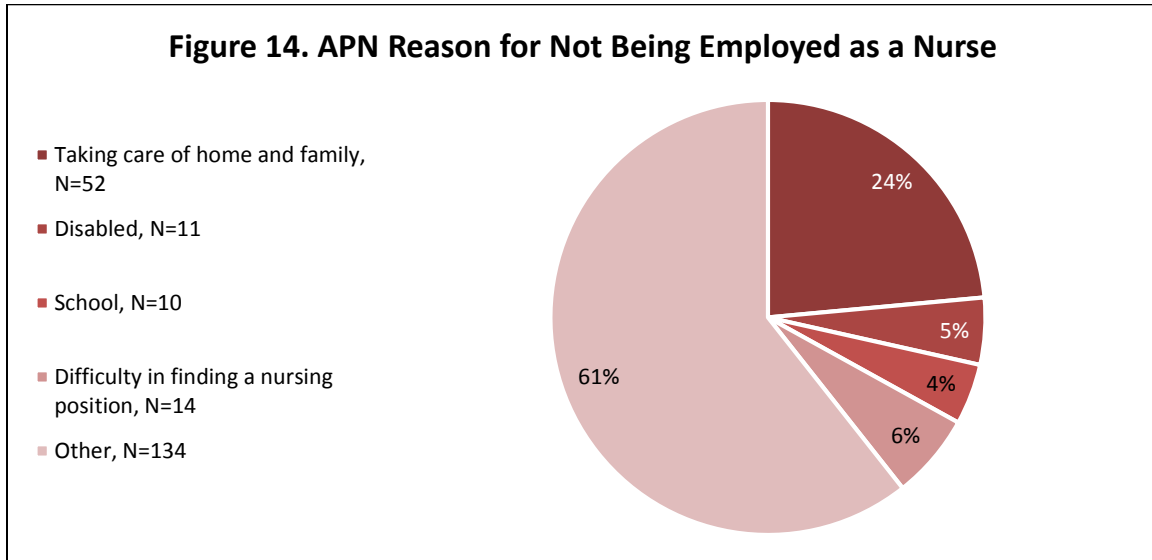**Figure 13** describes 1,491 respondents who provided secondary employment setting data. These data comprise RNs who have two or more jobs.

## Figure 13. APN Secondary Employment Setting*

| Setting | Percent |
|---|---|
| Hospital N=541 | 36% |
| Ambulatory Care N=258 | 17% |
| Academic Setting N=148 | 10% |
| Nursing Home N=89 | 6% |
| Community Health N=83 | 6% |
| Home Health N=79 | 5% |
| Correctional Facility N=25 | 2% |
| Occupational Health N=22 | 1% |
| School Health Services N=18 | 1% |
| Public Health N=14 | 1% |
| Policy/Regulatory/Licensing Agency N=6 | 0% |
| Insurance N=3 | 0% |
| Other N=205 | 14% |

*There were 459 APNs who reported that they did not have a secondary employment setting, and additional missing (2,108). These are not included in the percent calculation.

*APN Unemployment*

**Figure 14** provides details on the 220 APNs who gave a reason for not being employed as a nurse. Of these, 24% reported that they are taking care of home and family.

**Figure 14. APN Reason for Not Being Employed as a Nurse**

- Taking care of home and family, N=52
- Disabled, N=11
- School, N=10
- Difficulty in finding a nursing position, N=14
- Other, N=134

24%
5%
4%
6%
61%

*Intent to Retire*

In 2018, NJCCN asked participants of their intent to retire within the next two years, prior to the next renewal. In response, 3% of APNs indicated a plan to retire within this timeframe (not inclusive of missing data).

**Table 60** identifies APNs who declared an intent to retire by age bracket. Of nurses who are 66-75 years old, 25% intend to retire, and of nurses who are 76-85 years old, 22% intend to retire.

**Table 60. APN Intent to Retire by Age\***

| Age | Number of APNs | Intend to Retire | % |
|---|---|---|---|
| 18-25 | 4 | 0 | 0 |
| 26-35 | 720 | 3 | 0 |
| 36-45 | 917 | 4 | 0 |
| 46-55 | 959 | 7 | 1 |
| 56-65 | 942 | 39 | 4 |
| 66-75 | 270 | 67 | 25 |
| 76-85 | 23 | 5 | 22 |
| 86-95 | 2 | 0 | 0 |

\*The missing (221) are excluded from the percent calculation.

# *Section 3: Licensed Practical Nurse (LPN) Profile*

*License Status*

In the 2018 survey period, there were 10,425 LPN respondents.

**Table 61. LPN License Status**

|  | N = 10,425 | % |
|---|---|---|
| **Active** | **10,041** | **96** |
| **Not Active** | **384** | **4** |

**Table 62. LPN Basis for Licensure**

|  | N = 10,425 | % |
|---|---|---|
| **Exam** | **9,152** | **88** |
| **Endorsement** | **1,272** | **12** |
| **Invalid Response** | **1** | **0** |

*LPN Demographics*

**Table 63** shows that New Jersey's LPNs are predominantly white, female, and within 45-65 years of age. The average age is 49.5 years.

**Table 63. LPN Demographic Characteristics**

| Gender | N = 10,425 | % |
|---|---|---|
| **Female** | **9,342** | **90** |
| **Male** | **1,083** | **10** |
| **Missing/No Data** | **0** | **0** |
| **Race/Ethnicity** | **N = 10,425** | **%** |
| **Asian** | **630** | **6** |
| **Black/African American** | **2,715** | **26** |
| **Caucasian** | **4,279** | **41** |
| **Hispanic** | **667** | **6** |
| **Native American** | **22** | **0** |
| **Pacific Islander** | **56** | **1** |
| **Other** | **484** | **3** |
| **Missing/No Data** | **1,572** | **15** |
| **Age** | **N = 10,425** | **%** |
| **0-18** | **0** | **0** |
| **19-25** | **114** | **1** |
| **26-35** | **1,771** | **17** |
| **36-45** | **2,262** | **22** |
| **46-55** | **2,542** | **24** |
| **56-65** | **2,507** | **24** |
| **66-75** | **1,097** | **11** |
| **76-85** | **123** | **1** |
| **86+** | **9** | **0** |

*Employment Status*

In **Table 64**, being "Employed in Nursing" is defined as being employed as a nurse or in a position that requires an LPN license.

### Table 64. LPN Employment Status Detail*

| | N = 10,425 | % |
|---|---|---|
| **Employed in Nursing Full-Time** | **3,861** | **72** |
| **Employed in Nursing Part-Time** | **539** | **1** |
| **Employed in Nursing Per Diem** | **276** | **5** |
| **Volunteering (only) in Nursing** | **20** | **0** |
| **Retired** | **183** | **3** |
| **Unemployed, seeking work in Nursing** | **273** | **5** |
| **Employed in a field other than Nursing** | **241** | **4** |

*The missing (5,032) are excluded from the percent calculation.

**Table 65** describes the number of positions held by respondents, indicating that a portion of New Jersey's LPN workforce is holding multiple LPN positions.
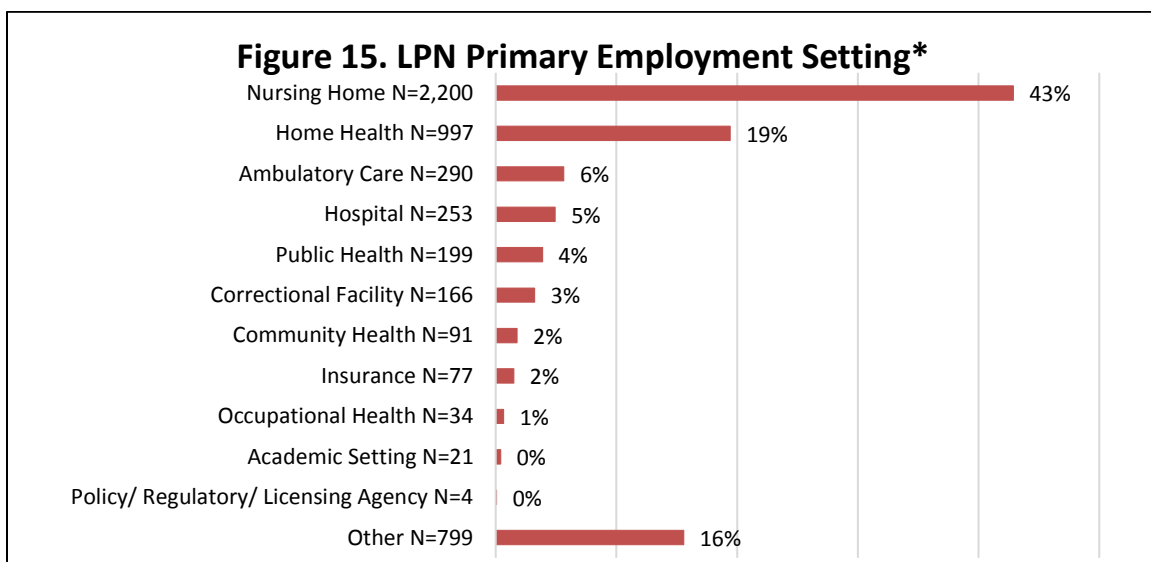
### Table 65. Number of LPN Positions*

| Number of Positions | N = 10,425 | % |
|---|---|---|
| **1** | **3,811** | **82** |
| **2** | **776** | **17** |
| **3** | **74** | **2** |

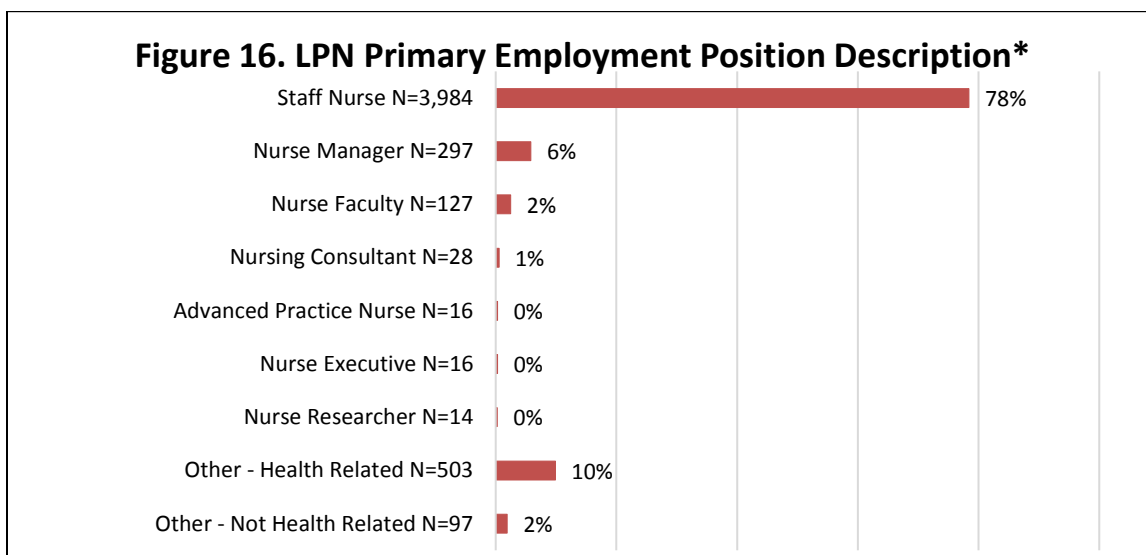*The missing (5,764) are excluded from the percent calculation.

*Primary Employment Characteristics*

**Figure 15** shows the **primary employment settings** of the 5,131 respondents who answered this survey question. Primary employment settings for LPNs were nursing homes and home health agencies.

**Figure 15. LPN Primary Employment Setting***

| Setting | % |
|---|---|
| Nursing Home N=2,200 | 43% |
| Home Health N=997 | 19% |
| Ambulatory Care N=290 | 6% |
| Hospital N=253 | 5% |
| Public Health N=199 | 4% |
| Correctional Facility N=166 | 3% |
| Community Health N=91 | 2% |
| Insurance N=77 | 2% |
| Occupational Health N=34 | 1% |
| Academic Setting N=21 | 0% |
| Policy/ Regulatory/ Licensing Agency N=4 | 0% |
| Other N=799 | 16% |

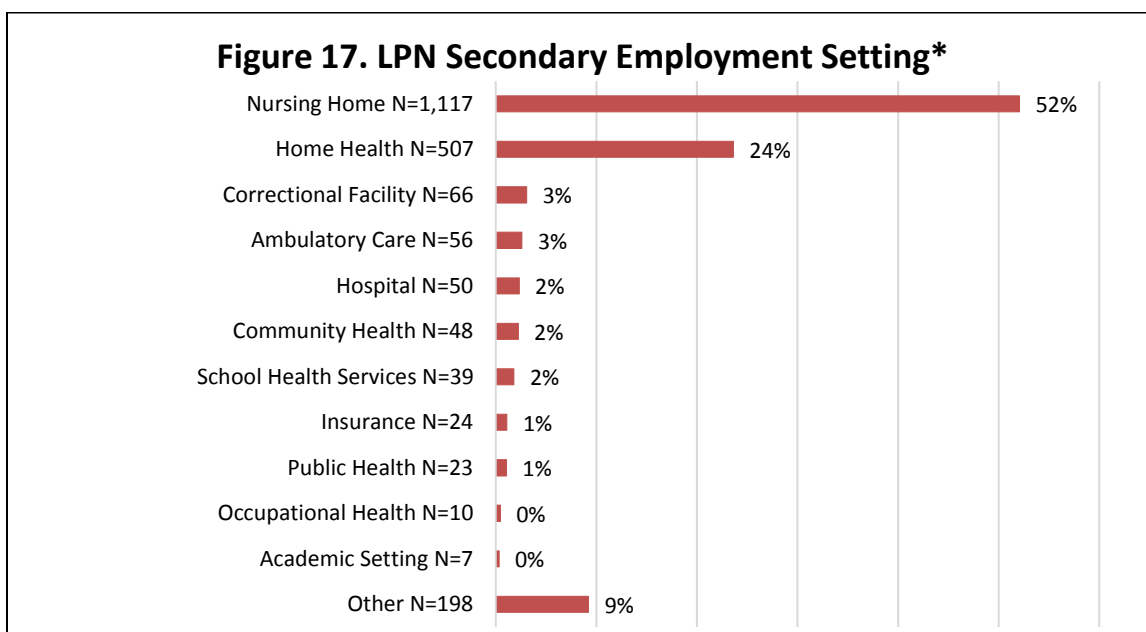*The missing (5,294) are excluded from the percent calculation.

**Figure 16** shows the **primary employment settings** of the 5,082 respondents who answered this survey question. Of these, 78% reported that their primary employment position was as a staff nurse.

**Figure 16. LPN Primary Employment Position Description\***

| Position | Percent |
|---|---|
| Staff Nurse N=3,984 | 78% |
| Nurse Manager N=297 | 6% |
| Nurse Faculty N=127 | 2% |
| Nursing Consultant N=28 | 1% |
| Advanced Practice Nurse N=16 | 0% |
| Nurse Executive N=16 | 0% |
| Nurse Researcher N=14 | 0% |
| Other - Health Related N=503 | 10% |
| Other - Not Health Related N=97 | 2% |

*The missing (5,343) are excluded from the percent calculation.
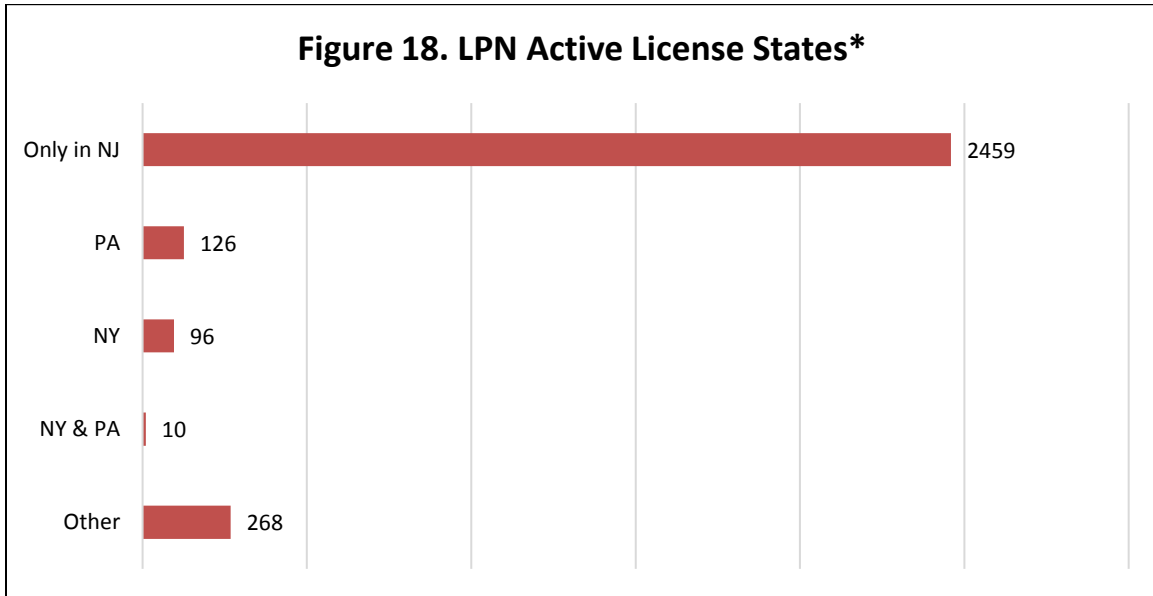
*Secondary Employment Characteristics*

**Figure 17** shows the **secondary employment settings** of the 2,145 respondents who answered this survey question.

**Figure 17. LPN Secondary Employment Setting\***

| Setting | Percent |
|---|---|
| Nursing Home N=1,117 | 52% |
| Home Health N=507 | 24% |
| Correctional Facility N=66 | 3% |
| Ambulatory Care N=56 | 3% |
| Hospital N=50 | 2% |
| Community Health N=48 | 2% |
| School Health Services N=39 | 2% |
| Insurance N=24 | 1% |
| Public Health N=23 | 1% |
| Occupational Health N=10 | 0% |
| Academic Setting N=7 | 0% |
| Other N=198 | 9% |

*There were 914 LPNs who reported that they did not have a secondary employment setting, and additional missing (7,366). These are not included in the percent calculation.
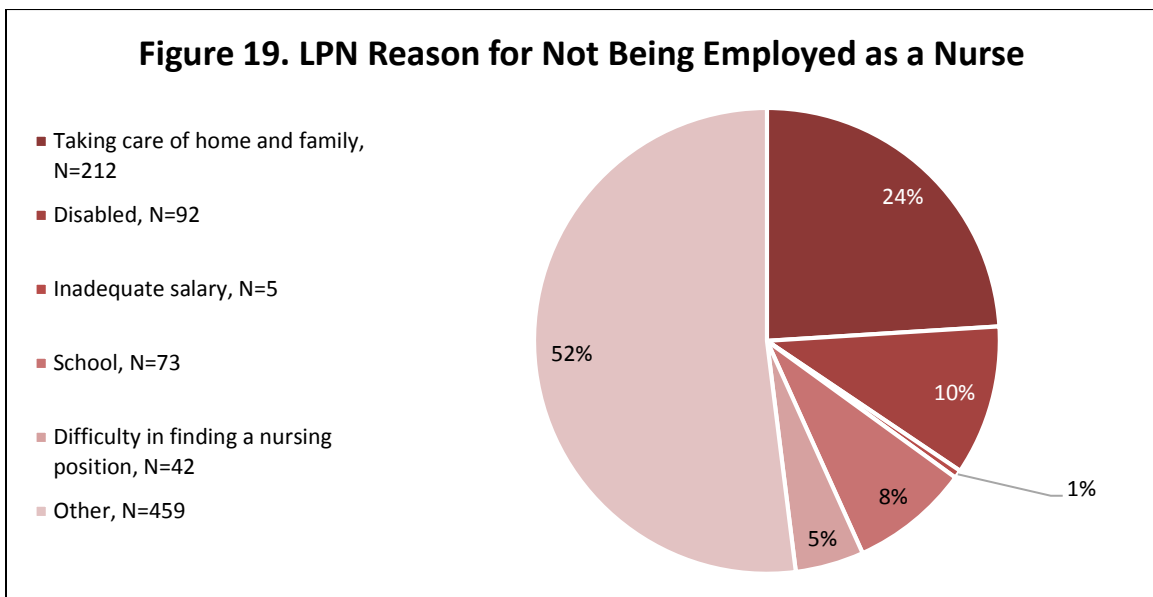
*Location of LPN Practice and Licensure*

**Figure 18** shows the states in which respondents have an active licensure. Note that all respondents in the table below are licensed in New Jersey. These data are only reported for LPNs due to higher response rate.

**Figure 18. LPN Active License States***

| State | Count |
|---|---|
| Only in NJ | 2459 |
| PA | 126 |
| NY | 96 |
| NY & PA | 10 |
| Other | 268 |

*The missing (7,544) are excluded from the percent calculation.

*LPN Unemployment*

There were 883 LPNs who reported a reason for not being employed as a nurse. Of those 883, 24% identified taking home of family as the primary reason, and 52% had other reasons that were not described.

**Figure 19. LPN Reason for Not Being Employed as a Nurse**

- Taking care of home and family, N=212 — 24%
- Disabled, N=92 — 10%
- Inadequate salary, N=5 — 1%
- School, N=73 — 8%
- Difficulty in finding a nursing position, N=42 — 5%
- Other, N=459 — 52%

*Intent to Retire*

In 2018, NJCCN asked participants of their intent to retire within the next two years, prior to the next renewal. In response, 4% of LPNs indicated a plan to retire within this timeframe (not inclusive of missing data).

**Table 66** identifies LPNs who declared an intent to retire by age bracket. Of nurses who are 66-75 years old, 26% intend to retire, and of nurses who are 76-85 years old, 24% intend to retire.

**Table 66. LPN Intent to Retire by Age***

| Age | Number of LPNs | Intend to Retire | % |
|---|---|---|---|
| 18-25 | 87 | 0 | 0 |
| 26-35 | 1,207 | 7 | 1 |
| 36-45 | 1,439 | 10 | 1 |
| 46-55 | 1,422 | 10 | 1 |
| 56-65 | 1,176 | 65 | 6 |
| 66-75 | 399 | 102 | 26 |
| 76-85 | 50 | 12 | 24 |
| 86-95 | 3 | 2 | 67 |

*The missing (4,642) are excluded from the percent calculation.