

# Chapter 2

## Workforce Supply Data

The data for this chapter were acquired from the 2019 and 2020 New Jersey Board of Nursing (NJBON) Nursys® license renewal surveys. Nurses renew their licenses every two years, so this two-year reporting period is representative of New Jersey’s entire nursing workforce. Data are only reported if there were sufficient responses to be representative of the response pool. Percentage calculations are based on the total number of respondents, not the total number of RNs in the workforce. The data in this chapter are inclusive of **active** and **inactive** licenses (see **Table 2.1**).

### Registered Nurse (RN) Profile

In the 2019-2020 survey period, 112,262 responded out of New Jersey’s 166,301 active (135,253) and inactive (31,048) RNs account for 67.5% of the RN workforce. Respondents may have skipped questions, causing data in some tables and figures to add up to less than 112,262.

### License Status

According to **Table 2.1**, 96% of respondents have an active RN license, which renders them eligible to practice as an RN in New Jersey.

**Table 2.1:** RN License Status

	<b>N=112,262</b>	<b>%</b>
Active	107,291	96
Inactive	4,971	4

**Table 2.2** describes the method by which RNs attained their licensure. Those who attained their licensure via exam have graduated from an approved school of nursing and taken the NCLEX-RN examination in New Jersey. Those who attained their license via endorsement have first been licensed in another state.

**Table 2.2:** Basis for RN Licensure

	<b>N=112,261</b>	<b>(%)</b>
Exam	74,818	67
Endorsement	37,443	33

## Demographics

**Table 2.3** shows the demographic characteristics of RN respondents. New Jersey’s RN’s are primarily white (58%), female (91%), and between 46-65 years of age (49%). The mean age of RNs in New Jersey is 50.

**Table 2.3:** RN Demographic Characteristics

<b>Gender</b>	<b>N=112,262</b>	<b>%</b>
Female	102,407	91
Male	9,855	9
Missing/No Data	0	0
<b>Race/Ethnicity</b>		
Asian	14,692	13
Black/African American	9,284	8
White/Caucasian	64,768	58
Hispanic/Latino	5,267	5
American Indian	115	0
Pacific Islander	770	1
Other	2,841	3
Missing/No Data	14,525	13
<b>Age</b>		
19-25	2,208	2
26-35	20,332	18
36-45	19,597	17
46-55	25,076	22
56-65	29,827	27
66-75	13,118	12
76-85	1,985	2
86+	117	0
Missing/No Data	2	0

# Education

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. NJCCN has monitored New Jersey’s progress towards that goal via the Nurse License Renewal Survey.

**Table 2.4** describes the highest degree of nursing education currently held by respondents who were renewing their RN license. Of the 89,618 respondents, excluding those who did not provide data (Missing/invalid), 67% have a Baccalaureate or higher degree in nursing, and 33% have an Associate’s Degree or Diploma in nursing.

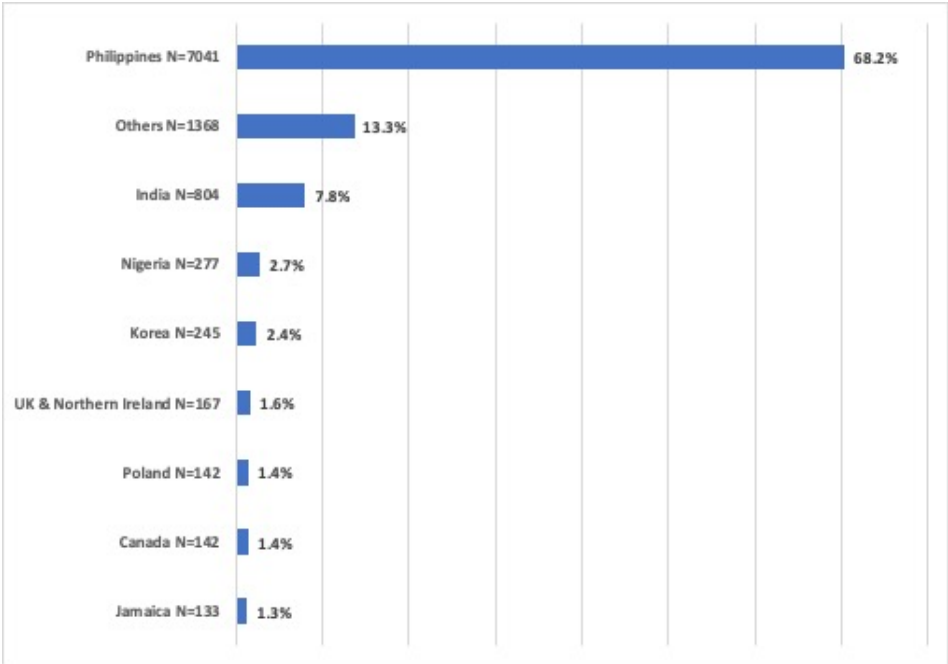
**Table 2.4:** RN Highest Level of Education\*

	N=89,618	%
Diploma in Nursing	4,667	5
Associate’s Degree in Nursing	24,729	28
Baccalaureate Degree in Nursing	51,138	57
Master’s Degree in Nursing	8,215	9
DNP, PhD, or Other Doctoral Degree in Nursing	869	1

\*The 22,644 missing/invalid data are excluded.

**Figure 2.1** describes the 90,541 respondents who provided data on the country in which they received their entry-level nursing education. Of the total respondents, 80,222 were from the United States. 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) Others, India, Nigeria, Korea, UK & Northern Ireland, Poland, Canada, and Jamaica.

**Figure 2.1:** Country of RN Entry-level Education Outside of the United States



\*The 21,721 missing data are excluded.

## Employment Characteristics

**Table 2.5** describes the employment status of the 91,100 RNs who reported their employment status. “Employed in nursing” is defined as being employed in a position that requires an RN license.

**Table 2.5:** RN Employment Status\*

	<b>N=91,100</b>	<b>%</b>
Employed in nursing full-time	67,016	74
Employed in nursing part-time	8,733	10
Employed in nursing per diem	5,159	6
Volunteering (only) in nursing	527	1
Retired	4,799	5
Unemployed, seeking work in nursing	2,491	3
Employed in a field other than nursing	2,375	2

\*The 21,162 missing data are excluded.

Respondents were asked to report the number of positions that 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.

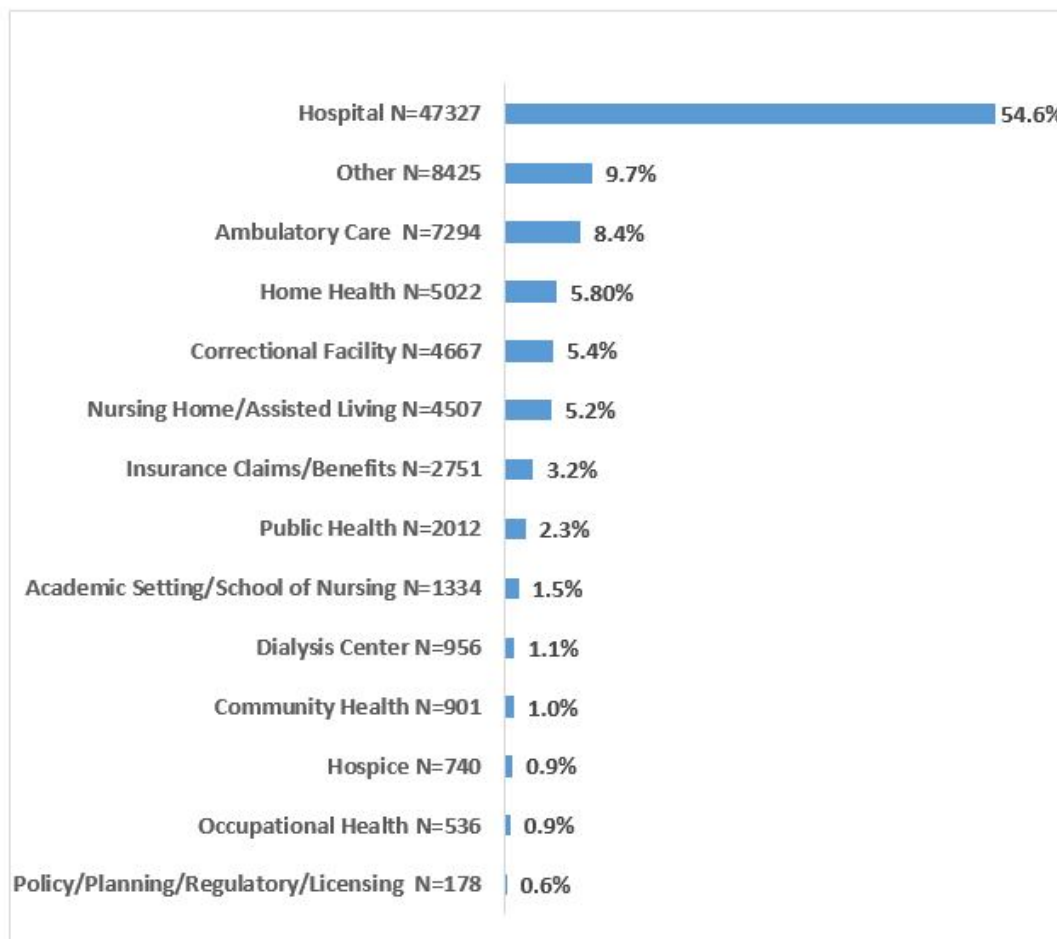
**Table 2.6:** Number of RN Positions\*

	<b>N=82,806</b>	<b>%</b>
1 position	68,430	83
2 positions	12,990	16
3 positions	1,384	2
4 positions	2	0

\*The 29,455 missing data are excluded.

According to **Figure 2.2**, more than 54% of 86,650 respondents reported that the hospital was their primary employment setting.

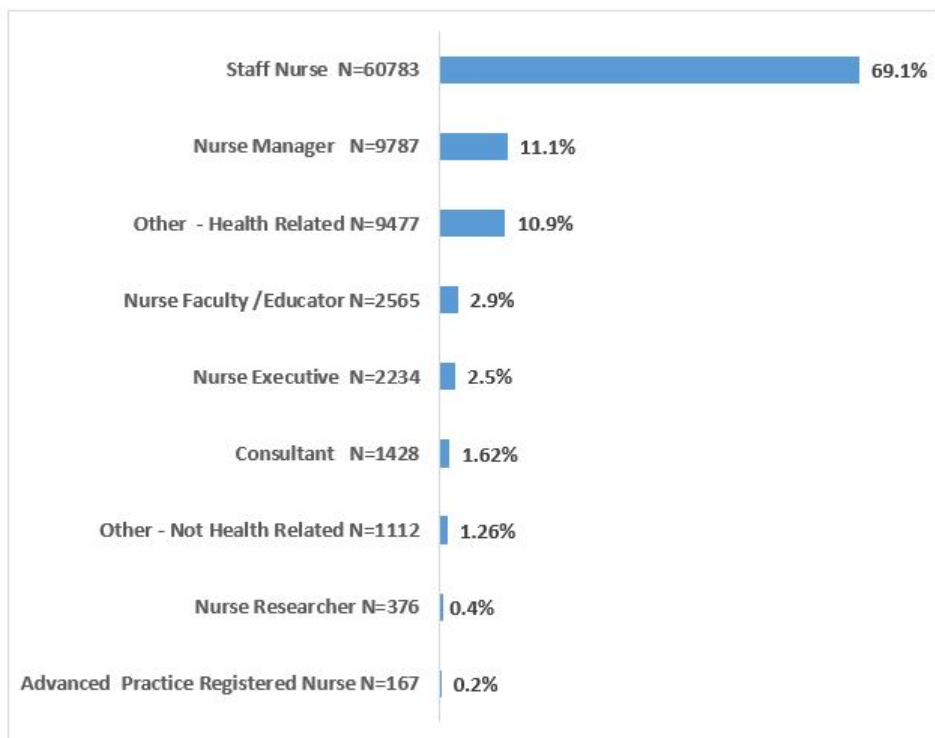
**Figure 2.2: RN Primary Employment Setting\***



\*The 25,612 missing data are excluded.

**Figure 2.3** shows that 69% of 87,929 respondents reported that their primary employment position was as a staff nurse. The combined data indicate that the majority of RNs are staff nurses in hospitals.

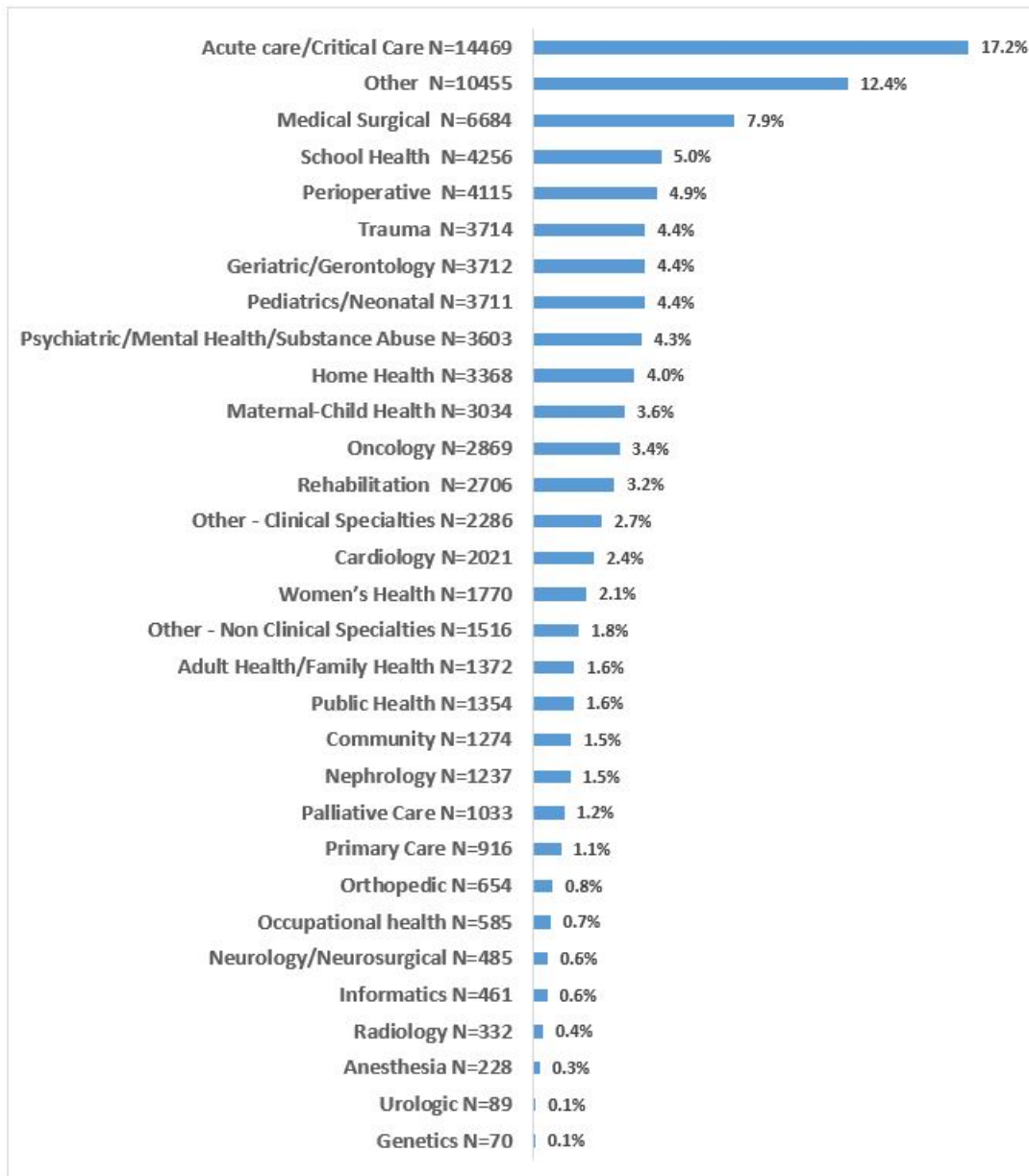
**Figure 2.3:** RN Primary Employment Position Description\*



\*The 24,333 missing data are excluded.

Nurses classified their employment specialties as outlined in **Figure 2.4**.

**Figure 2.4:** RN Primary Employment Position Specialty\*

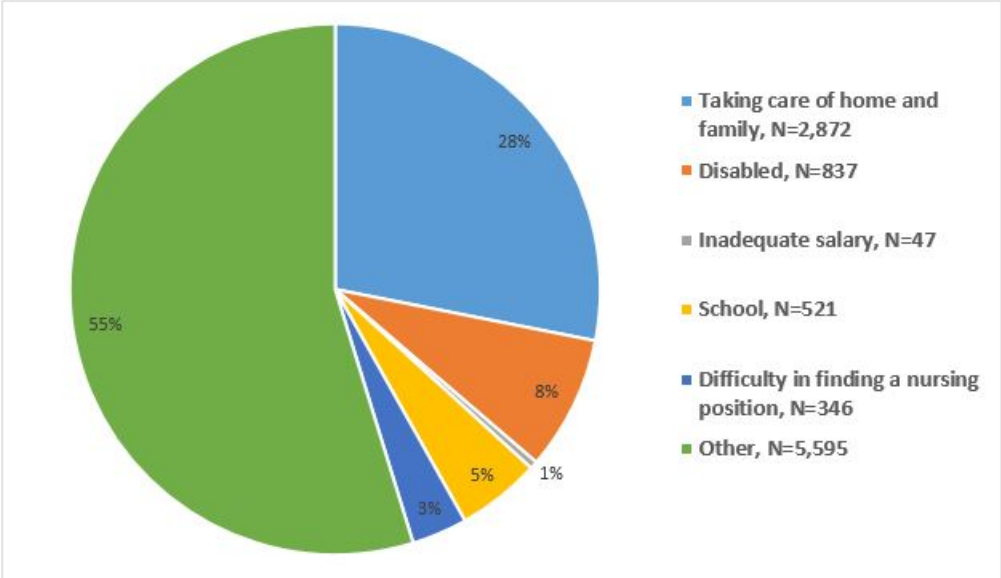


\*The 27,883 missing data are excluded.

# Unemployment

Figure 2.5 shows that there were 10,218 RNs who reported a reason for not being employed as a nurse. Of those, 28% cited “taking care of home and family” as their primary reason.

Figure 2.5: RN Reason for Not Being Employed





## Retirement

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

**Table 2.7** identifies RNs who declared an intent to retire by age bracket. Of nurses who are 66-75 years old, 30% intend to retire; of nurses who are 76-85 year old, 36% intend to retire. The number of RN respondents in each age category is different from the numbers reported in **Table 2.3** because **Table 2.7** only includes RNs who reported their age (18 or greater) **and** their intent to retire.

**Table 2.7:** RN Intent to Retire according to Age

Age	RN Respondents N=91,315	Intent to Retire N=4,934	%
18-25	1,952	10	1
26-35	17,208	64	0
36-45	16,415	54	0
46-55	21,098	112	1
56-65	24,575	1,623	7
66-75	8,973	2,675	30
76-85	1,048	373	36
86-95	46	23	50

# Advanced Practice Nurse (APN) Profile

Advanced Practice Nurses are RNs with advanced degrees and specialty certification approved by a national certifying agency. Nursys® does not currently include any direct questions for APNs. However, NJCCN added a question to the survey that inquired about respondent specialities (CRNA/ CNS/ CNM/ NP). RNs who indicated one of these specialities were identified as APNs. In the 2019-2020 survey period, 10,718 respondents of New Jersey's 13,450 active (10,926) and inactive (2,524) APNs responded to the survey, which accounts for 79.7% of the APN workforce. Respondents may have skipped questions, causing data in some tables and figures to add up to less than 10,718.

## License Status

According to **Table 2.8**, 98% of respondents are active APNs.

**Table 2.8:** APN Credential Status

	<b>N=10,718</b>	<b>%</b>
Active	10,452	98
Not Active	266	2

APN survey respondents were identified by their indication of one or more certifications. An APN may have multiple certifications; for example, a Nurse Practitioner may also be a Certified Nurse Midwife. **Table 2.9** shows that most APNs (79%) are Nurse Practitioners.

**Table 2.9:** APN Category

	<b>N=10,718</b>	<b>%</b>
Nurse Practitioner (NP)	8,614	79
Clinical Nurse Specialist (CNS)	760	7
Certified Nurse Midwife (CNM)	324	3
Certified Nurse Anesthetist (CRNA)	1,216	11

## Demographics

Table 2.10 shows that New Jersey’s APN’s are primarily white (60%), female (90%), and between 36-55 years of age (49%). The mean age of APNs is 48.

**Table 2.10:** APN Demographic Characteristics

<b>Gender</b>	<b>N=10,718</b>	<b>%</b>
Female	9,657	90
Male	1,061	10
Missing/No Data	0	0
<b>Race/Ethnicity</b>		
Asian	1,199	11
Black/African American	1,044	10
White/Caucasian	6,459	60
Hispanic/Latino	467	4
American Indian	12	0
Pacific Islander	67	1
Other	306	3
Missing/No Data	1,164	10
<b>Age</b>		
19-25	6	0
26-35	2,065	19
36-45	2,649	25
46-55	2,561	24
56-65	2,373	22
66-75	964	9
76-85	97	1
86+	3	0
Missing/No Data	0	0

## Education

Table 2.11 describes the highest degree of nursing education currently held by APN respondents. Of the 9,739 respondents, 87% have a Master’s Degree and 11% have a DNP.

**Table 2.11:** APN Highest Level of Nursing Education\*

	<b>N=9,739</b>	<b>%</b>
MSN	8,489	87
DNP	1,028	11
PhD	144	1
Other Doctoral Degree in Nursing	78	1

\*The 979 missing data are excluded. This number includes missing data and invalid responses.

## Employment Characteristics

**Table 2.12** describes the employment status of the 9,546 APNs who reported their employment status. “Employed in nursing” is defined as being employed as a nurse or in a position that requires an APN credential.

**Table 2.12:** APN Employment Status\*

	N=9,546	%
Employed in nursing full-time	7,822	82
Employed in nursing part-time	889	9
Employed in nursing per diem	357	4
Volunteering (only) in nursing	35	0
Retired	172	2
Unemployed, seeking work in nursing	161	2
Employed in a field other than Nursing	110	1

\*The 1,172 missing data are excluded.

Respondents were asked to report the number of positions that they are currently holding as a nurse. **Table 2.13** shows their answers, indicating that 26% of New Jersey’s APN workforce is holding multiple APN positions.

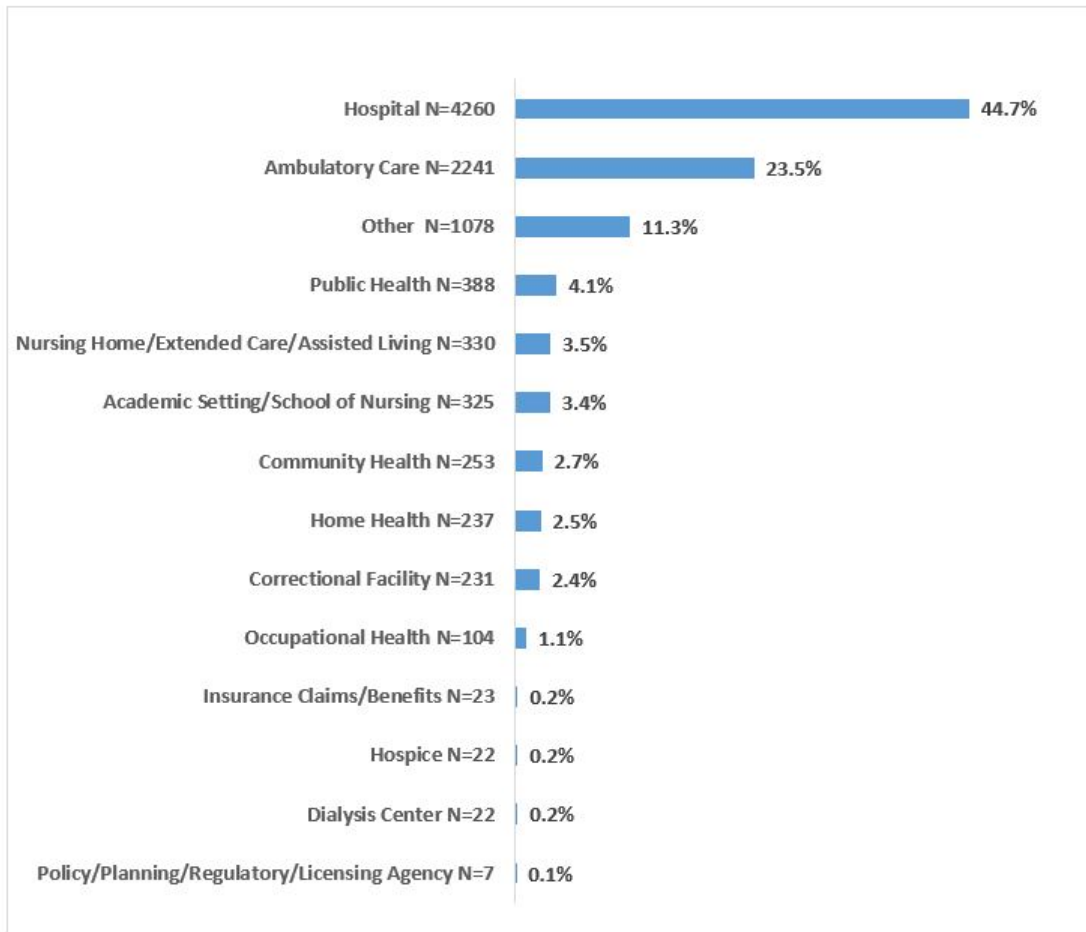
**Table 2.13:** Number of APN Positions\*

	N=9,040	%
1 position	6,688	74
2 positions	1,955	22
3 positions	397	4

\*The 1,678 missing data are excluded.

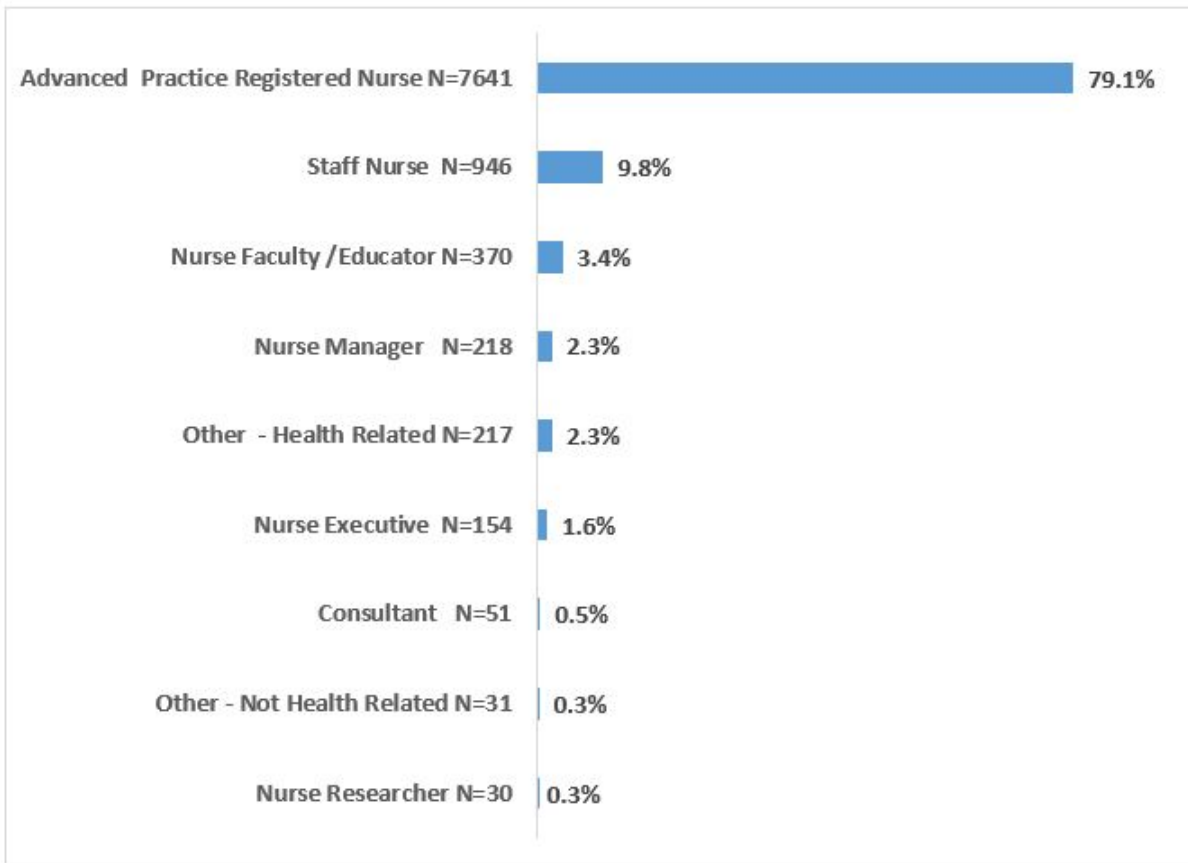
The figures on the following pages describe the setting and position description of respondents’ primary employment. According to **Figure 2.6**, more than 45% of the 9,542 respondents reported their primary employment setting was in a hospital. **Figure 2.7** shows that 79% of the 9,658 respondents reported their primary employment position was as an Advanced Practice Nurse.

**Figure 2.6: APN Primary Employment Setting\***



\*The 1,176 missing data are excluded.

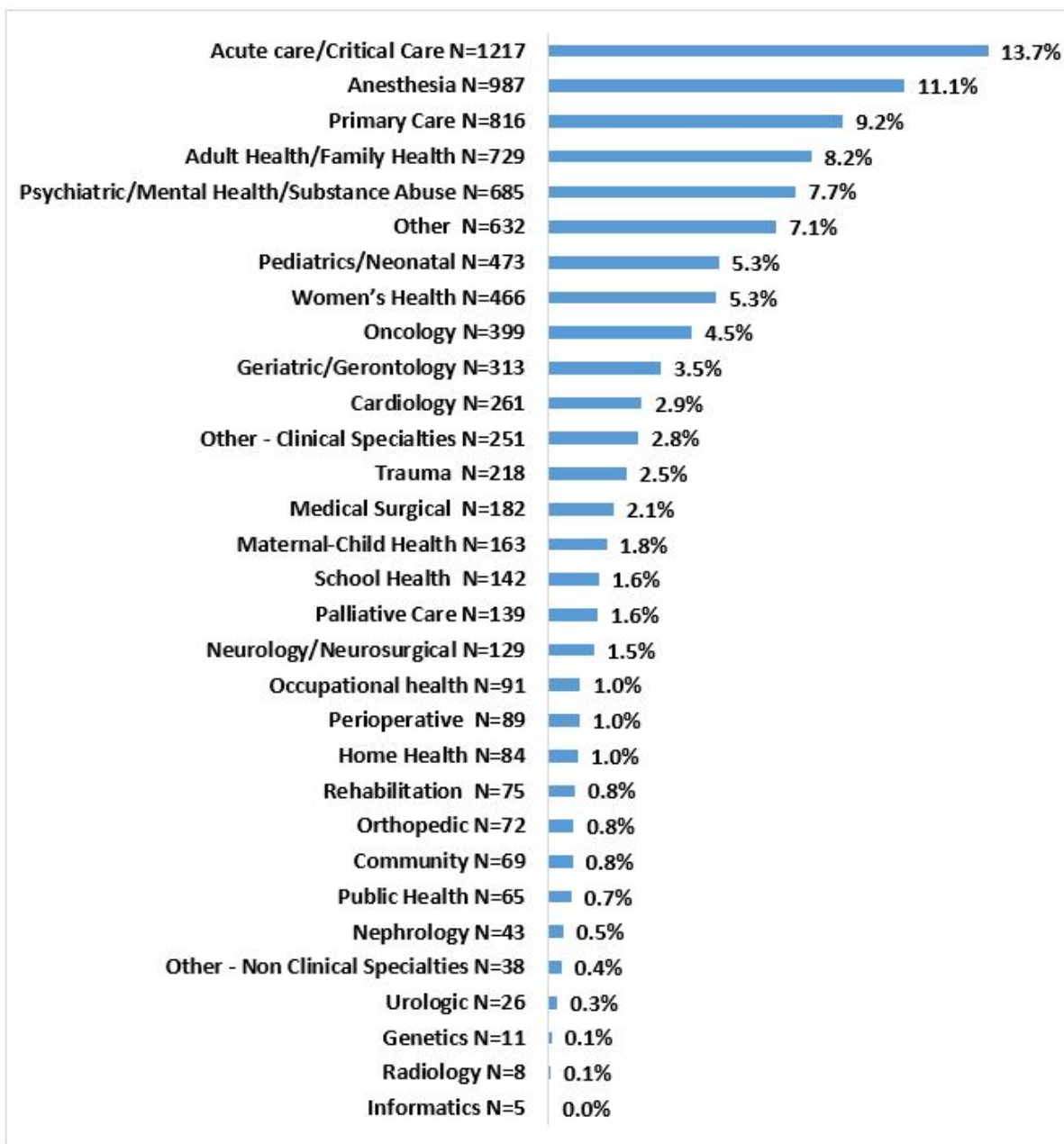
**Figure 2.7: APN Primary Employment Position Description\***



\*The 1,060 missing data are excluded.

The 8,881 Advanced Practice Nurses classified their employment specialties as outlined on the following page in **Figure 2.8**.

**Figure 2.8:** APN Primary Employment Position Specialty\*



\*The 1,837 missing data are excluded.

## Nurse Practitioners

Nurse Practitioners (NPs) are a subset of APNs. When asked to identify their specialty, 7,261 NPs responded.

**Table 2.14:** Nurse Practitioner specialty\*

	<b>N=7,261</b>	<b>%</b>
Adult/Gero Primary	1,951	27
Adult/Gero Acute	929	13
Family	2,084	29
Pediatrics	652	9
Women's Health	459	6
Psych	510	7
Other	676	9

\*The 3,457 missing data are excluded.

A total of 1,766 NPs indicated that they are active in states other than New Jersey.

**Table 2.15:** NPs active in other states

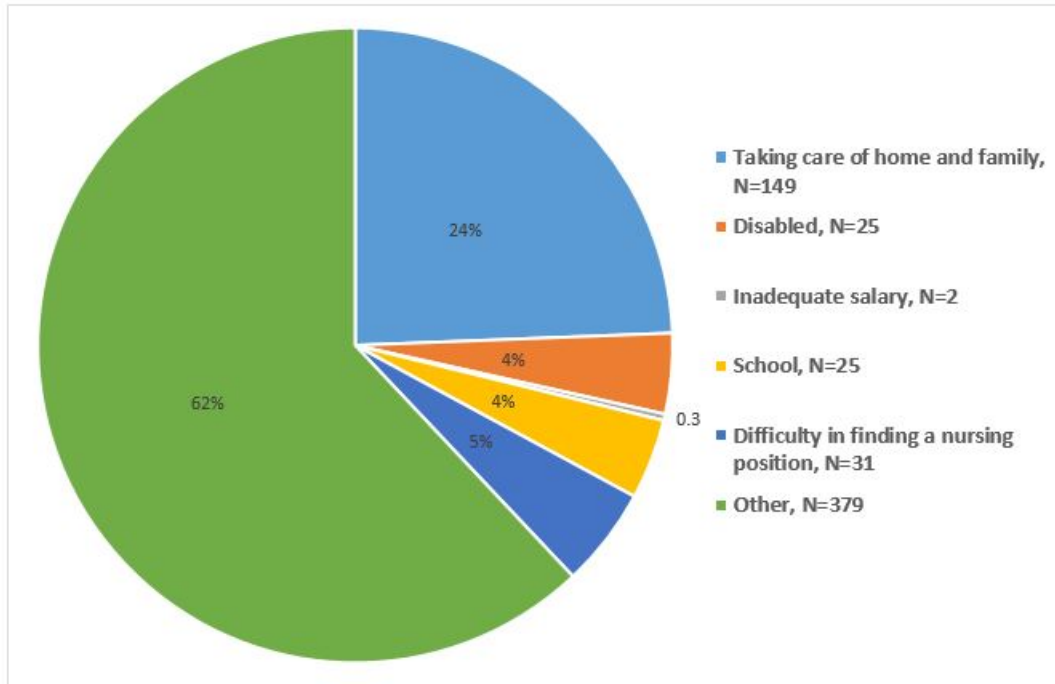
	<b>N=1,766</b>	<b>%</b>
New York	668	38
Pennsylvania	758	43
Connecticut	11	0.6
Delaware	44	2.5
Other	258	15
No Data	27	1.5



## Unemployment

Figure 2.9 shows that there were 611 APNs who reported a reason for not being employed as an APN. Of those, 24% cited “taking care of home and family” as their primary reason.

Figure 2.9: APN Reason for Not Being Employed



## Retirement

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

Table 2.16 identifies APNs who declared an intent to retire by age bracket. Of nurses who are 66-75 years old, 22% intend to retire; of nurses who are 76-85 year old, 32% intend to retire. The number of APN respondents in each age category is different from the numbers reported in Table 2.10 because Table 2.16 only includes APNs who reported their age and their intent to retire.

**Table 2.16:** APN Intent to Retire according to Age

<b>Age</b>	<b>APN Respondents</b> N=10,231	<b>Intent to Retire</b> N=342	<b>%</b>
18-25	5	0	0
26-35	1,985	7	0
36-45	2,519	4	0
46-55	2,468	6	0
56-65	2,281	105	5
66-75	882	191	22
76-85	88	28	32
86-95	3	1	33

## Licensed Practical Nurse (LPN) Profile

In the 2019-2020 survey period, 21,523 respondents of New Jersey's 29,348 active (23,638) and inactive (5,710) LPNs responded to the survey, which accounts for 73.3% of the LPN workforce. Respondents may have skipped questions, causing data in some tables and figures to add up to less than 21,532.

### License Status

According to **Table 2.17**, 96% of respondents have an active LPN license, which renders them eligible to practice as a LPN in New Jersey.

**Table 2.17:** LPN License Status

	N=21,523	%
Active	20,749	96
Inactive	774	4

**Table 2.18** describes the method by which LPNs attained their licensure. Those who attained their licensure via exam have graduated from an approved school of practical nursing and taken the NCLEX-PN examination in New Jersey. Those who attained their license via endorsement have first been licensed in another state.

**Table 2.18:** Basis for LPN Licensure

	N=21,522	%
Exam	18,898	88
Endorsement	2,624	12

\*There is one invalid response, which was not included.

## Demographics

**Table 2.19** shows the demographic characteristics of LPN respondents. New Jersey’s LPNs are primarily female (90%), diverse in race/ethnicity, and between 46-65 year of age (48%). The mean age of LPNs is 50.

**Table 2.19:** LPN Demographic Characteristics

<b>Gender</b>	<b>N=21,523</b>	<b>%</b>
Female	19,331	90
Male	2,191	10
Missing/No Data	1	0
<b>Race/Ethnicity</b>		
Asian	1,336	6
Black/African American	5,976	28
White/Caucasian	8,301	39
Hispanic/Latino	1,629	8
American Indian	46	0
Pacific Islander	110	1
Other	1,027	5
Missing/No Data	3,098	14
<b>Age</b>		
0-18	0	0
19-25	295	1
26-35	3,764	17
36-45	4,793	22
46-55	5,191	24
56-65	5,124	24
66-75	2,105	10
76-85	237	1
86+	14	0

## Employment Status

**Table 2.20** describes the employment status of the 15,767 LPNs who reported their employment status. “Employed in nursing” is defined as being employed as a nurse or in a position that requires an LPN license.

**Table 2.20:** LPN Employment Status\*

	N=15,767	%
Employed in nursing full-time	11,465	73
Employed in nursing part-time	1,518	10
Employed in nursing per diem	803	5
Volunteering (only) in nursing	81	1
Retired	521	3
Unemployed, seeking work in nursing	728	5
Employed in a field other than Nursing	651	4

\*The 5,756 missing data are excluded.

Respondents were asked to report the number of positions that they are currently holding as a nurse. **Table 2.21** indicates that 17% of New Jersey’s LPN workforce is holding multiple LPN positions.

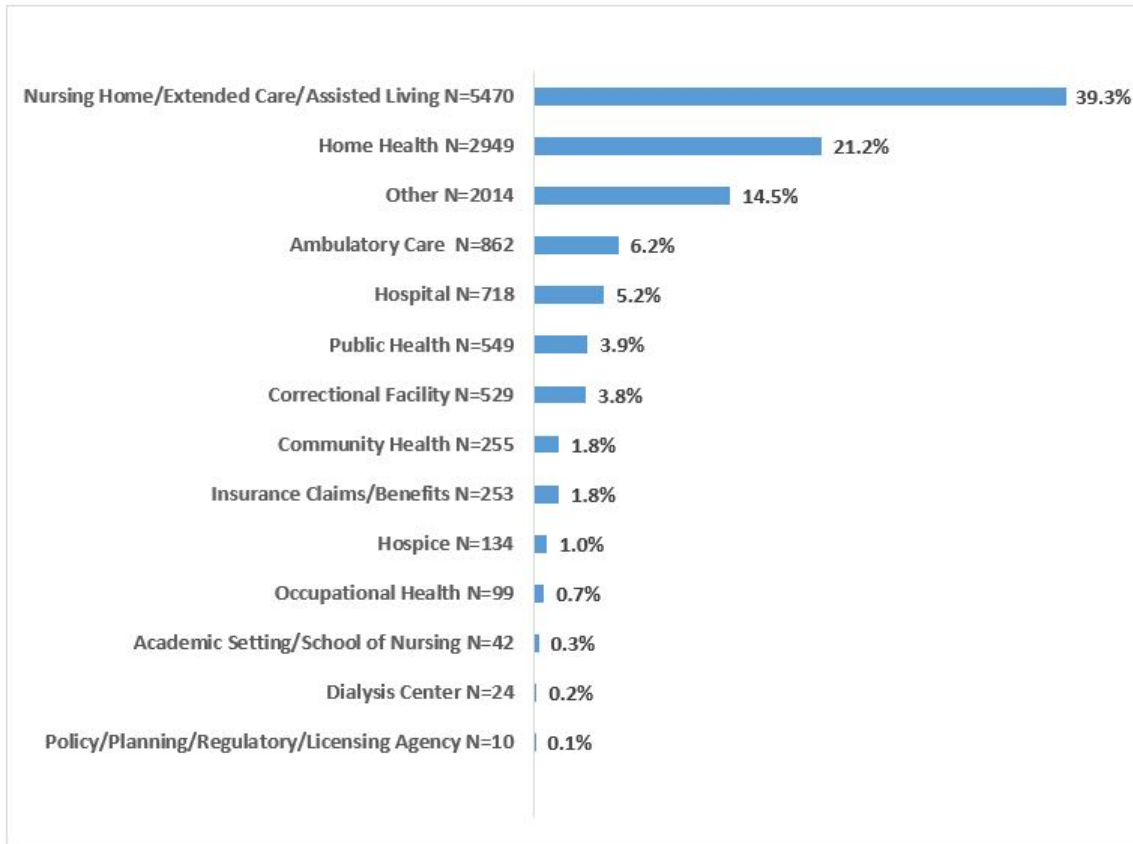
**Table 2.21:** Number of LPN Positions\*

	N=14,038	%
1 position	11,553	82
2 positions	2,281	16
3 positions	204	1

\*The 7,485 missing data are excluded.

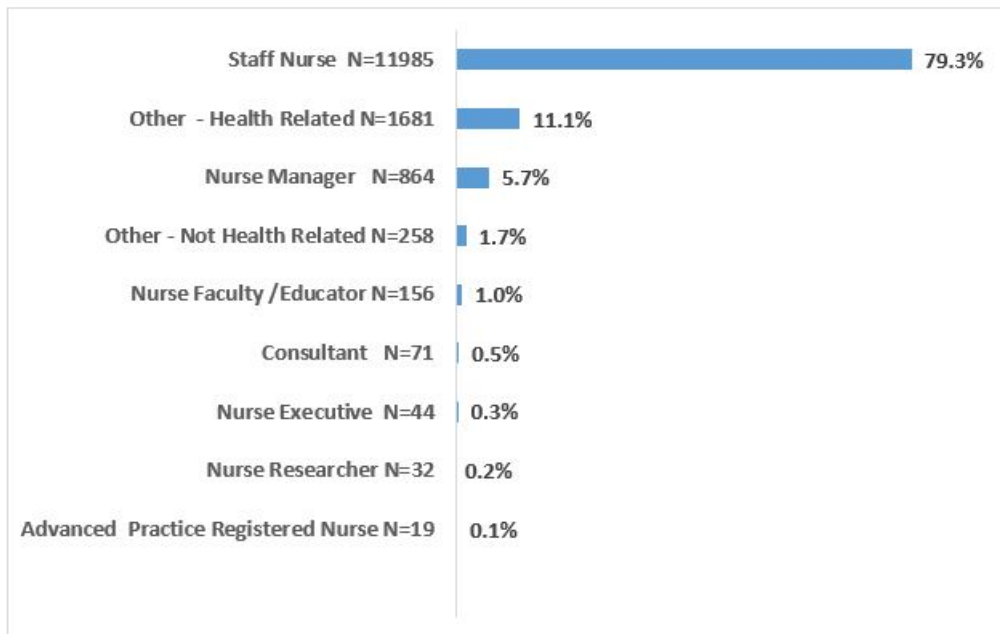
The figures on the following pages describe the setting and position description of respondents’ primary employment. According to **Figure 2.10**, more than 39% (N=5,470) of 13,908 respondents reported that the nursing home/assisted living facility was their primary employment setting. **Figure 2.11** shows that 79% of LPNs identify as Staff Nurses.

**Figure 2.10: LPN Primary Employment Setting\***



\*The 7,615 missing data are excluded.

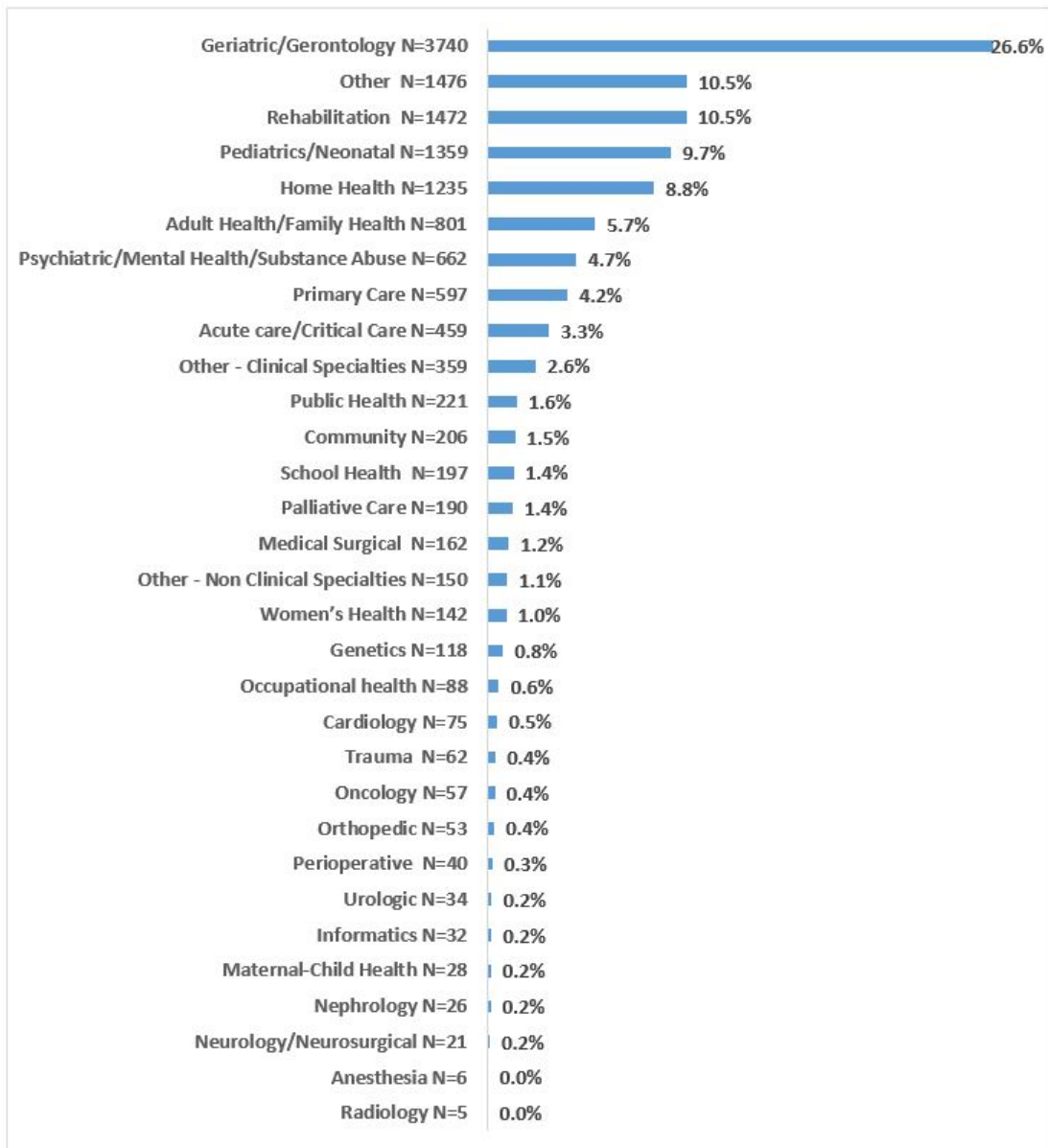
**Figure 2.11: LPN Primary Employment Position Description\***



\*The 6,413 missing data are excluded.

Nurses classified their employment specialties as outlined in **Figure 2.12**.

**Figure 2.12:** LPN Primary Employment Position Specialty\*

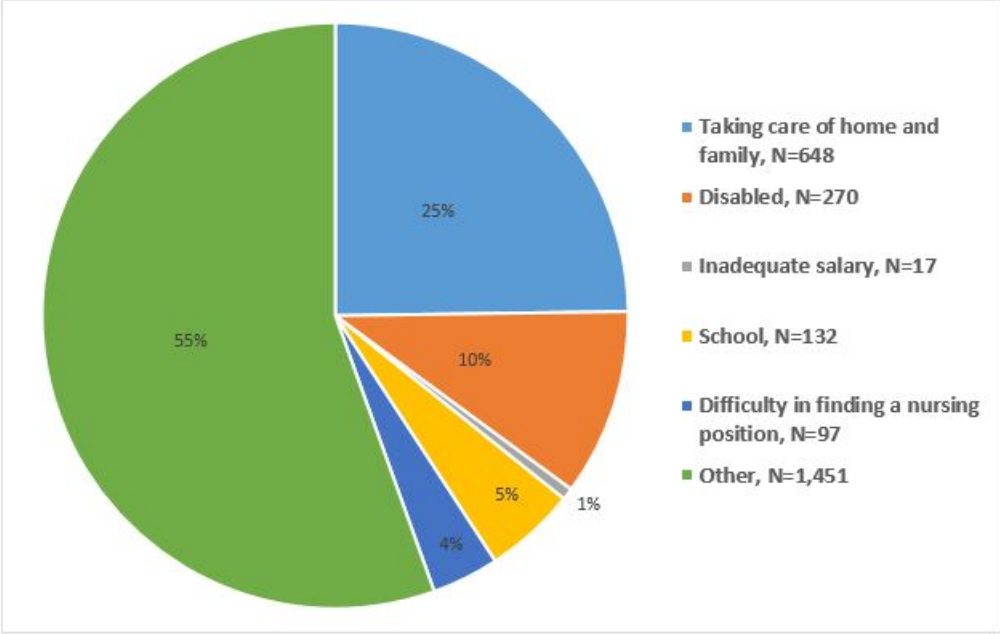


\*The 7,450 missing data are excluded.

# Unemployment

Figure 2.13 shows that there were 2,615 LPNs who reported a reason for not being employed as a nurse. Of those, 25% cited “taking care of home and family” as their primary reason.

Figure 2.13: LPN Reason for Not Being Employed



# Retirement

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

Table 2.22 identifies LPNs who declared an intent to retire by age bracket. Of nurses who are 66-75 years old, 23% intend to retire; of nurses who are 76-85 year old, 21% intend to retire. The number of LPN respondents in each age category is different from the numbers reported in Table 2.19 because Table 2.22 only includes LPNs who reported their age and their intent to retire.



**Table 2.22:** LPN Intent to Retire according to Age

<b>Age</b>	<b>LPN Respondents</b> N=13,226	<b>Intent to Retire</b> N=563	<b>%</b>
18-25	134	1	1
26-35	2,424	17	1
36-45	3,114	22	1
46-55	3,118	28	1
56-65	3,047	181	6
66-75	1,254	285	23
76-85	128	27	21
86-95	7	2	29

# Update to Nurse Retirement Projections

In our previous report titled *New Jersey Annual Nursing Data report 2017*, we published an added section titled *Chapter 4: Projection of Nurse Retirement*. (NJCCN, 2017). This section projected the expected retirement amongst RNs, APNs and LPNs after a thorough analysis of historical retirement rates across age categories and employment settings. The projection of future workforce levels along with confidence intervals were established from average historical retirement rates for 2020 and 2025.

In this report, we are verifying the extent to which the projections align with actual numbers from our most recent data this year. This will not include re-estimating the historical retirement rates or altering our expectations of the future demand for 2025. In the event sufficient evidence of deviation from any of our assumptions or expectations occur from the previous report, re-estimation and corrected projections will be conducted for the next report.

## Nurse Retirement Projections for 2020 and 2025: A Review

The data from our previous report, *Table 78. Projected Trend of the Active NJ Nursing Workforce Through 2025* (NJCCN, 2017, p. 49), is summarized here for reference. The table reported a total of 7,169 retirements were expected in the RN workforce by 2020, and similarly 179 APNs and 826 LPN retirements by 2020.

**Table 2.23:** Projected Trend of the Active NJ Nursing Workforce Through 2025

	RN		APN		LPN	
	2020	2025	2020	2025	2020	2025
Expected # of retirements	7,169	23,831	179	786	826	3,161
Active workforce after retirements (projected)	98,855	82,193	7,201	6,594	20,004	17,670
% reduction in the workforce from 2018	7	22	2	11	4	15

(Source: NJCCN Educational Survey 2017, NJBON Nursys® Survey 2018)

Based on our survey this year, we can compare the total number of nurses who reported ‘retired’ for their employment status to half the number expected to be retired by 2020. This allows us to understand if our projections were corrected or over/under estimated.

A total of 4,799 RNs, 172 APNs, and 521 LPNs were reported retired in 2019-20 based on the NJBON survey 2019-20 (See **Table 2.24**). Comparing that to the expected retirement, **the projections are consistently higher than the actual number of retirements**, suggesting a somewhat overly conservative estimate for retirement rates. APNs are closest in projections with only 4% difference between the numbers, while RNs have 33% lower retirements than expected. While LPNs were predicted to have a surplus overall in the previous report, data suggests that we might be underestimating the surplus given how few retirements have taken place this year (nearly only half of our expected retirements).

Further, 19% of the RNs, 27% of LPNs and 11% of APNs did not respond to the survey question “What is your employment status?” (See **Table 2.5; 2.12; & 2.20**). Thus, the number of actual retirements is likely to be higher than reported. For instance, for RNs while 4,799 have reported they were retired, we expect some of the RNs that did not respond to the question to also have retired but did not report. Essentially, the gap between the expected and actual numbers in **Table 2.24** will be lower, confirming the need for a slightly more conservative estimate.

**Table 2.24:** Comparison of actual retirements in 2019 to 2020 projections

	RN		APN		LPN	
	2019-20 Actual	2019-20 Expected*	2019-20 Actual	2019-20 Expected*	2019-20 Actual	2019-20 Expected*
Number of retirements	4,799	7,169	172	179	521	826
Difference (%) (Actual/Expected)		-33		-4		-37

(Source: NJBON Nursys® Survey 2019-20)

\*Note: 2019-20 Expected is from Table 78 of NJCCN 2017 report

## Assessment of Nurse Retirement 2018-2020

Breaking down retirement rates by age group, **retirements have increased across all 3 categories for ages 61-75 years** while also increasing marginally in lower age categories. **In 2020, 80-90% of retirements represent nurses in the 61-75 age group.** This is much higher than historically seen in the 61-75 age groups and is an indication that retirements have started happening more actively in this transition age sector as compared to historically lower percentages. Note, the overall retirement numbers are still lower than expected (previous section). Thus, this mainly signifies a significant shift (short term or possibly medium term) in the profile of the nurses who are retiring from the workforce. Another point to note, nurses historically retired much later in age. Such a profile shift, if amplified in the coming years, could affect nurse workforce disproportionately. This is of particular concern due to the COVID-19 pandemic.

**Table 2.25:** Rate of Retirement of Nurses by Age Bracket

	RN			APN			LPN		
	2018 (%)	2019 (%)	2020 (%)	2018 (%)	2019 (%)	2020 (%)	2018 (%)	2019 (%)	2020 (%)
46-50	0.02	0.1	0.4	-	-	-	0.1	0.1	1
51-55	0.1	0.3	1	0.2	-	-	0.4	0.3	3
56-60	0.2	2	4	1	1	2	1	1.1	4
61-65	1	8	22	2	2	27	4	5	15
66-70	5	24	38	11	13	34	9	17	41
71-75	18	27	23	17	20	26	10	17	26
76-80	24	27	9	19	32	8	13	117	7
81-85	22	33	3	-	-	-	5	13	3
86+	23	38	1	50	-	2	38	-	1

(Source: NJBON Nursys® Survey 2018-20)

## Age Distribution in New Jersey’s Nursing Workforce

In reviewing the trend of nurses by age brackets, the percentage of nurses 66 years and above is higher in 2019-20 for RNs, APNs and LPNs when compared to 2018-19. This suggests that the risk of retirement still looms large and while current year retirements may have been lower than expected, it may not be the case in the coming years. This reasserts the need for a slightly more conservative estimate to account for the variations in yearly retirements.

**Table 2.26:** Nurse Age Distribution

Age (years)	RN		LPN		APN	
	2018-2019 N=110,832 (%)	2019-2020 N=112,245 (%)	2018-2019 N=8,965 (%)	2019-2020 N=10,718 (%)	2018-2019 N=21,372 (%)	2019-2020 N=21,523 (%)
18-30	10	10	5	5	8	8
31-40	18	19	26	28	22	22
41-50	20	20	24	24	23	23
51-65	39	38	35	34	36	36
66+	13	14	9	10	11	11

(Source: NJBON Nursys® Survey 2018-20)

## Retirement Intentions (Self-Reported)

Additionally, based on self-reported levels of retirement plan in the next couple of years, APN retirements in the next couple years would outstrip the projections by a large margin while RN and LPN levels continue to be lower than projected. This suggests that, with the aging workforce, more and more of the older nurses in RN and LPN categories are continuing to opt to stay in the workforce every year. However, the COVID-19 pandemic may impact these results in the future.

**Table 2.27:** Nurse Retirement Intentions

	N	2020-21	% of current workforce
RN	91,327	4,953	5.4
APN	10,231	342	3.3
LPN	13,226	563	3.5

(Source: NJBON Nursys® Survey 2019-20)

## Graduation Trend Rates

One way to diffuse this retirement risk is to increase the workforce with higher numbers of new graduates to be readily trained to fill in for future retirements. Lower retirement levels across the categories serves as an opportunity that can help us bridge the gap from otherwise higher levels of expected retirements.

**Table 2.28:** Nurse Graduation Data 2014-2019\*

	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>
<b>RN</b>	3,077	3,161	3,007	3,122	3,374	3,889
<b>APN</b>	59	93	88	116	137	190
<b>LPN</b>	1,575	1,543	1,247	1,220	1,323	1,340

(Source: NJCCN Educational Survey 2014-2019)

Based on graduation trends, there is a consistent supply of new graduates into the workforce yearly, which are in line with our projections assumptions used for 2020 and 2025. Increasing the graduation rates of APNs and RNs may meet the workforce demand. Current or lower levels of LPN graduation rates appear to be sufficient to meet the workforce demand.

## Conclusion

Data suggests that our estimates are conservative, based on the methodology used. While we have seen a shift in retirements in lower age brackets, the retirement numbers are still lower than expected. If this continues, it could impact the nursing workforce disproportionately, especially because of the COVID-19 pandemic. This projection is too early to predict, and therefore, we move forward with the current data.