

Chapter 3

Workforce Demand Data

NJCCN used data mined from Burning Glass Technologies™ to determine demand for nurses in the State of New Jersey. The O*Net-SOC taxonomy was used to standardize the occupation-specific indicators. The job advertisements were reviewed to eliminate any per diem positions, temporary positions, staffing agencies, and postings that had job openings outside of New Jersey.

Table 3.1: Summary Demand and Requirements Table by Occupation - 2019

Category		Demand and Employment				Salary
Source		Burning Glass	BLS*/OES2019	BGT** Projections		
SOC Code (ONET-6)	Occupation Title	Number of job Postings	Number Employed 2019	% Change in Employment 2018-2019	Projected Statewide Change in Employment 2016-2026	Mean Salary
29-1141	Registered Nurses	11,198	80,140	1%	12.3%	84,280
29-2061	Licensed Practical & Licensed Vocational Nurses	2,545	17,770	2%	12.4%	57,510
29-1171	Nurse Practitioners	2,929	6,460	9%	30.7%	123,810

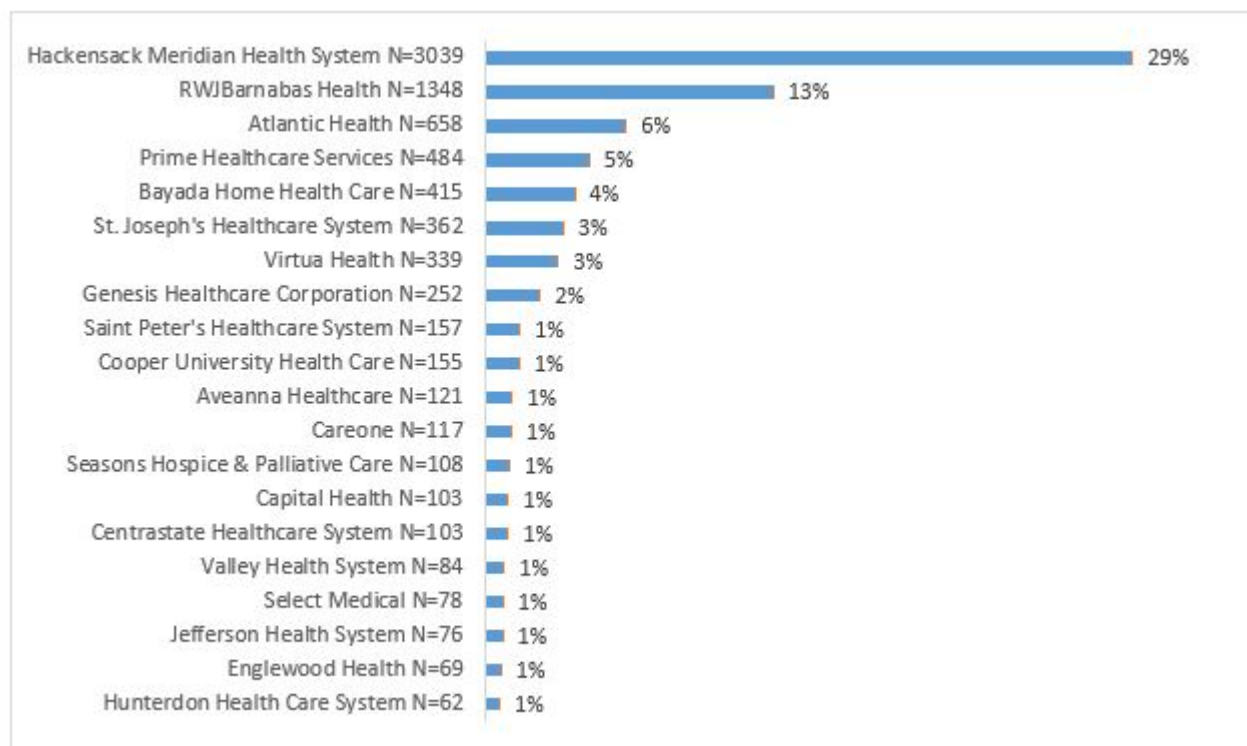
*BLS/OES2019 is Bureau of Labor Statistics Occupational Employment Statistics 2019

**BGT is Burning Glass Technologies™

Registered Nurse (RN) Demand Profile

Figure 3.1 shows the 20 employers who produced the greatest number of online job postings for RNs in 2019. Hospital employers were combined under their healthcare system where applicable. Greater numbers of postings may reflect a high rate of turnover or a high demand for employees. The top 20 employers accounted for 8,251 of the 10,473 total postings.

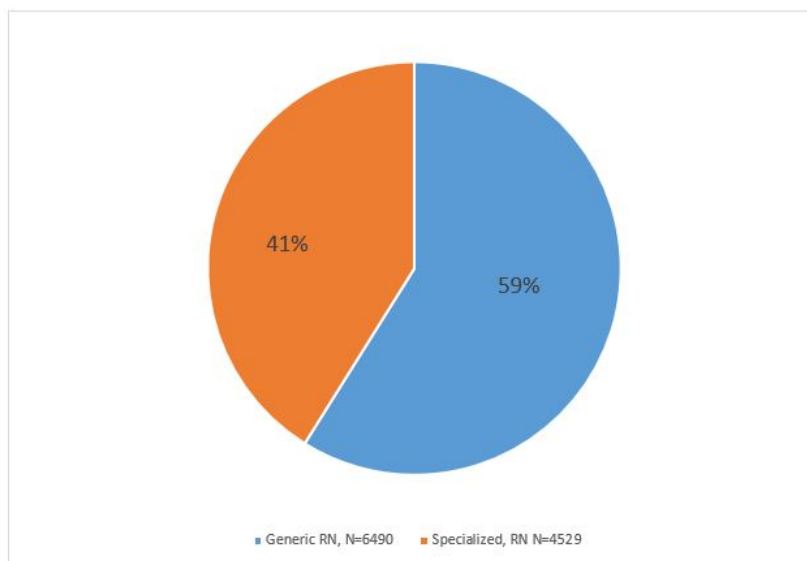
Figure 3.1: Top 20 Employers of RNs



(Burning Glass Technologies. "Labor Insight Real-Time Labor Market Information Tool." <http://burning-glass.com>. 2020)

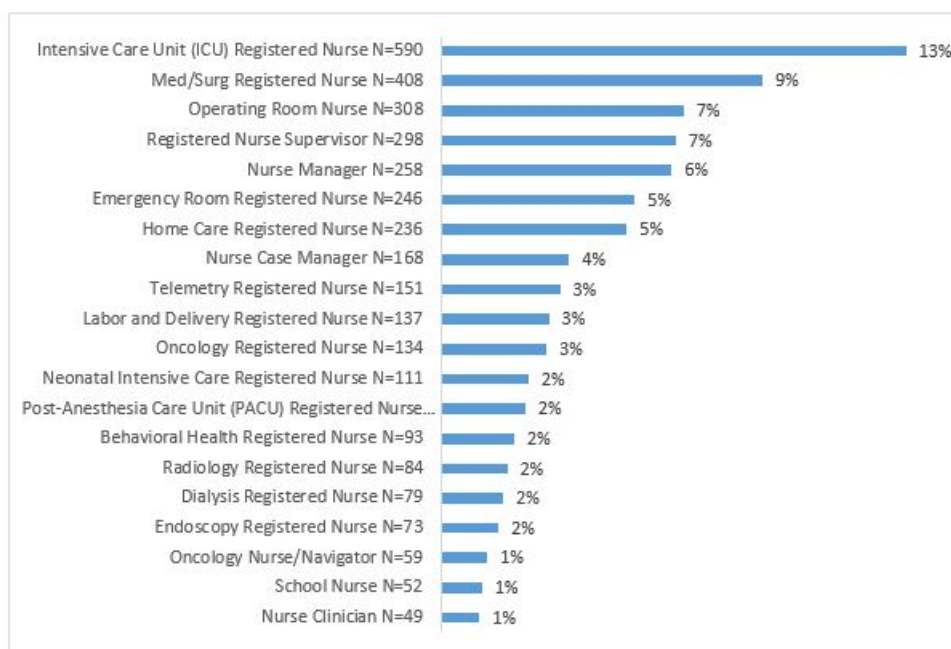
According to **Figure 3.2**, 6,490 postings were for generic RN or staff nurse positions, which account for over 59% of the total. The remaining 4,529 were identified as “specialized positions” and classified based on job settings. **Figure 3.3** lists the 20 most common specialized positions of the 4,529 identified in 2019.

Figure 3.2: RN Online Job Postings



(Burning Glass Technologies. "Labor Insight Real-Time Labor Market Information Tool." <http://burning-glass.com>. 2020)

Figure 3.3: Top 20 RN Positions

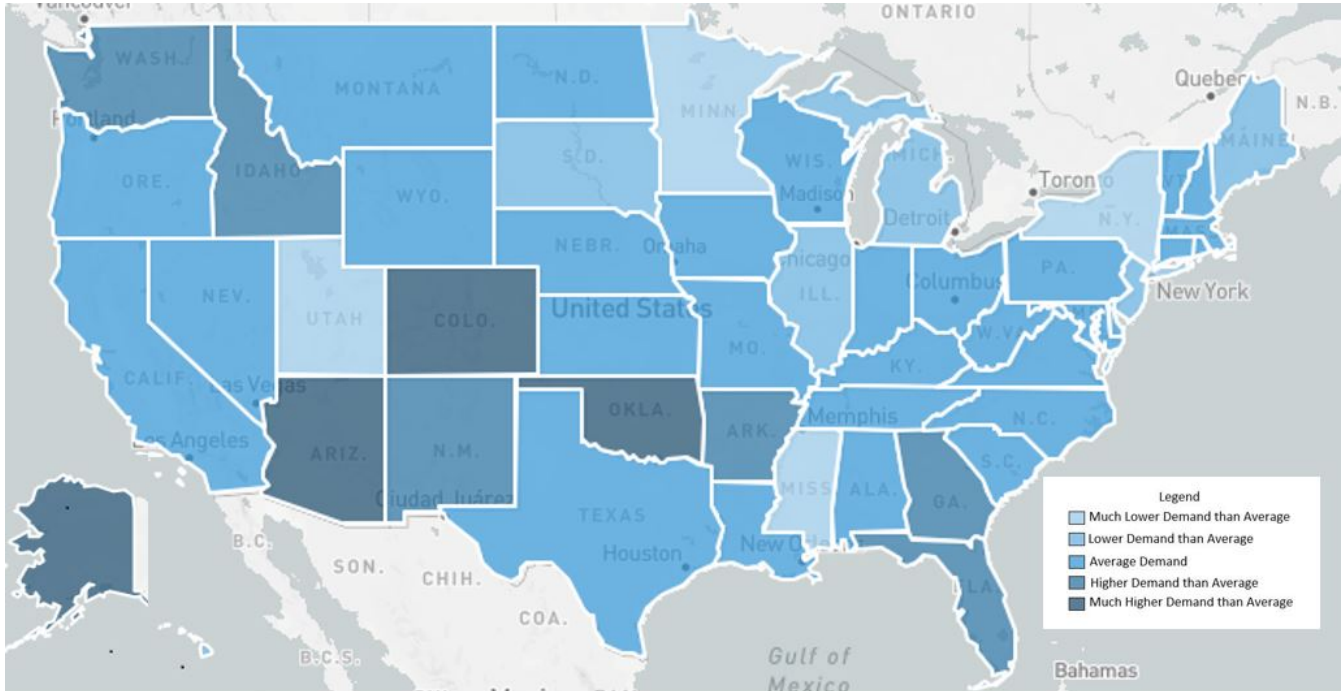


(Burning Glass Technologies. "Labor Insight Real-Time Labor Market Information Tool." <http://burning-glass.com>. 2020)

National Demand Comparison

Figure 3.4 shows the level of demand for RNs across the United States from January 1, 2019 through December 31, 2019. The demand for RNs is identified here as the ratio of RN job postings per 10,000 employed persons.

Figure 3.4: National Demand for RNs



(Burning Glass Technologies. "Labor Insight Real-Time Labor Market Information Tool." <http://burning-glass.com>. 2020)

The average rate of demand for RNs nationally is 110 job postings per 10,000 employed persons. When compared to this rate, **New Jersey has a lower average rate of demand for RN positions, with a rate of 83 postings per 10,000 employed persons.** The three states with the highest demand are Alaska (182), Colorado (176), and Arizona (175). The states with the lowest demand are New York (57), Mississippi (61), Utah and Minnesota (65).

Job Postings by County

January 1, 2019 - December 31, 2019

There were 10,528 postings available with the current filters applied.

Table 3.2: Demand for RNs by NJ County

County	Job Postings	%	Location Quotient
Atlantic	174	2	0.5
Bergen	733	7	0.6
Burlington	474	5	0.9
Camden	815	8	1.6
Cape May	104	1	0.9
Cumberland	133	1	0.9
Essex	1,113	11	1.3
Gloucester	207	2	0.8
Hudson	528	5	0.8
Hunterdon	42	0	0.3*
Mercer	337	3	0.5
Middlesex	1,276	12	1.2
Monmouth	1,629	15	2.5
Morris	728	7	1.0
Ocean	786	7	2.0
Passaic	666	6	1.6
Salem	35	0	0.7*
Somerset	189	2	0.4
Sussex	81	1	0.8*
Union	394	4	0.7
Warren	84	1	1.0*

*Values should be used with caution due to small sample size.

(Burning Glass Technologies. "Labor Insight Real-Time Labor Market Information Tool." <http://burning-glass.com>. 2020)

Table 3.2 shows county-level data for the raw number of job postings, the percent of NJ job postings located in each county, and the county Location Quotient (LQ). LQ is a per capita measure that aims to show the concentration of a job in a given area compared to concentration of the same job nationwide.

- A LQ that is equal to the national average would be 1.0.
- A LQ greater than 1.0 would indicate that demand is greater than the national average. For example, 1.2 would indicate that demand is 20% higher than the national average.
- A LQ less than 1.0 would indicate that demand is lower than the national average. For example, 0.8 would indicate that demand is 20% lower than the national average.

The counties with the highest LQ, which indicate demand is greater than the national average, include Monmouth (2.5), Camden (1.6), and Passaic (1.6). The counties with the lowest LQ, which

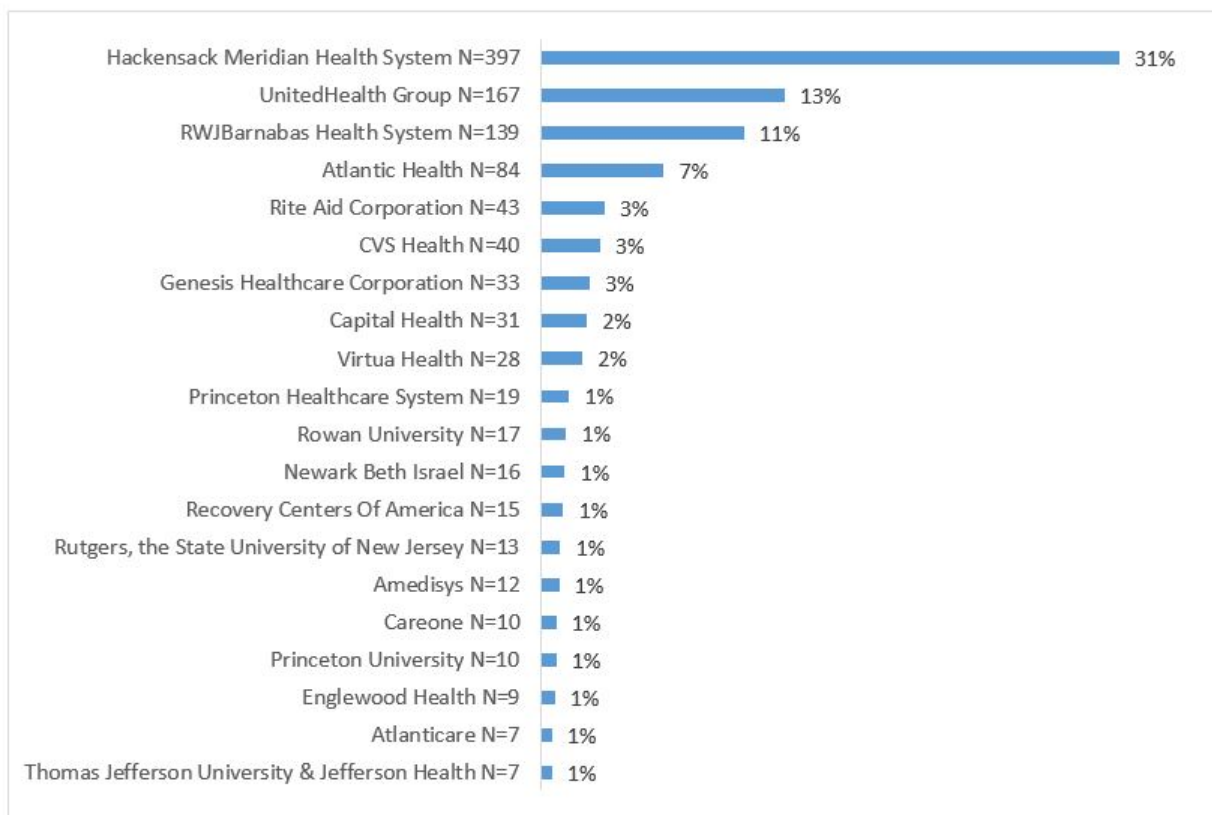
indication demand is lower than the national average, include Hunterdon (0.3), and Somerset (0.4), Atlantic (0.5).

The counties with the most job postings include Monmouth (1,629), Middlesex (1,276), and Essex (1,113).

Nurse Practitioner (NP) Demand Profile

Figure 3.5 shows the top 20 employers with the greatest number of online job postings for Nurse Practitioners (NP) in 2019. Hospital employers were combined under their healthcare system where applicable. Greater numbers of postings may reflect a high rate of turnover or a high demand for employees. The top 20 employers accounted for 1,097 of the 1,290 total postings.

Figure 3.5: Top 20 Employers of NPs



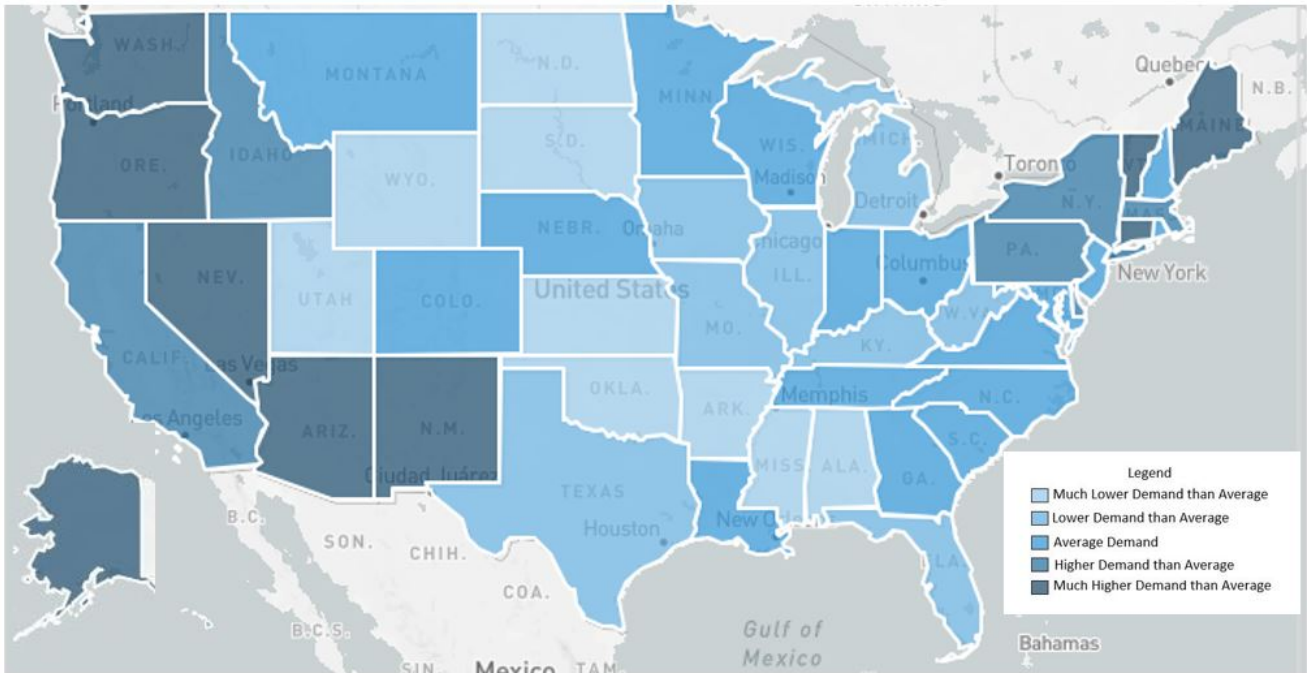
(Burning Glass Technologies. "Labor Insight Real-Time Labor Market Information Tool." <http://burning-glass.com>. 2020)

Further analysis of the 2,498 job posting for Nurse Practitioners indicated that 1,981 were for generic NP positions. Job postings for specialized positions were primarily for Psychiatric Nurse Practitioner (N=254) and Family Nurse Practitioner (N=94).

National Demand Comparison

Figure 3.6 shows the level of demand for NPs across the United States from January 1, 2019 through December 31, 2019. The demand for NPs is identified here as the ratio of NP job postings per 10,000 employed persons.

Figure 3.6: National Demand for NPs



(Burning Glass Technologies. "Labor Insight Real-Time Labor Market Information Tool." <http://burning-glass.com>. 2020)

The average rate of demand for NPs nationally is 6 job postings per 10,000 employed persons. When compared to this rate, **New Jersey has an average rate of demand for NP positions, with a rate of 5 postings per 10,000 employed persons.** The states with the highest demand are Arizona (12), Connecticut (11), Oregon (11), New Mexico (11), and Alaska (11). The three states with the lowest demand are Utah (2), Mississippi (2), and South Dakota (2).

Job Postings by County

January 1, 2019 - December 31, 2019

There were 2,683 postings available with the current filters applied.

Table 3.3: Demand for NPs by NJ County

County	Job Postings	%	Location Quotient
Atlantic	65	3	0.8
Bergen	233	9	0.8
Burlington	102	4	0.8
Camden	204	8	1.6
Cape May	27	1	1.0
Cumberland	45	2	1.2
Essex	279	11	1.3
Gloucester	57	2	0.9
Hudson	202	8	1.3
Hunterdon	13	1	0.4*
Mercer	166	7	1.1
Middlesex	211	8	0.8
Monmouth	300	12	1.8
Morris	126	5	0.7
Ocean	151	6	1.4
Passaic	89	4	0.8
Salem	12	0	0.9*
Somerset	74	3	0.6
Sussex	44	2	1.7*
Union	94	4	0.7
Warren	19	1	0.9*

*Values should be used with caution due to small sample size. (Burning Glass Technologies. "Labor Insight Real-Time Labor Market Information Tool." <http://burning-glass.com>. 2020)

Table 3.3 shows county-level data for the raw number of job postings, the percent of NJ job postings located in each county, and the county Location Quotient (LQ). The LQ is a per capita measure that aims to show the concentration of a job in a given area compared to concentration of the same job nationwide.

- A LQ that is equal to the national average would be 1.0.
- A LQ greater than 1.0 would indicate that demand is greater than the national average. For example, 1.2 would indicate that demand is 20% higher than the national average.
- A LQ less than 1.0 would indicate that demand is lower than the national average. For example, 0.8 would indicate that demand is 20% lower than the national average.

The counties with the highest LQ, which indicate demand is greater than the national average, include Monmouth (1.8), Sussex (1.7), and Camden (1.6). The counties with the lowest LQ, which

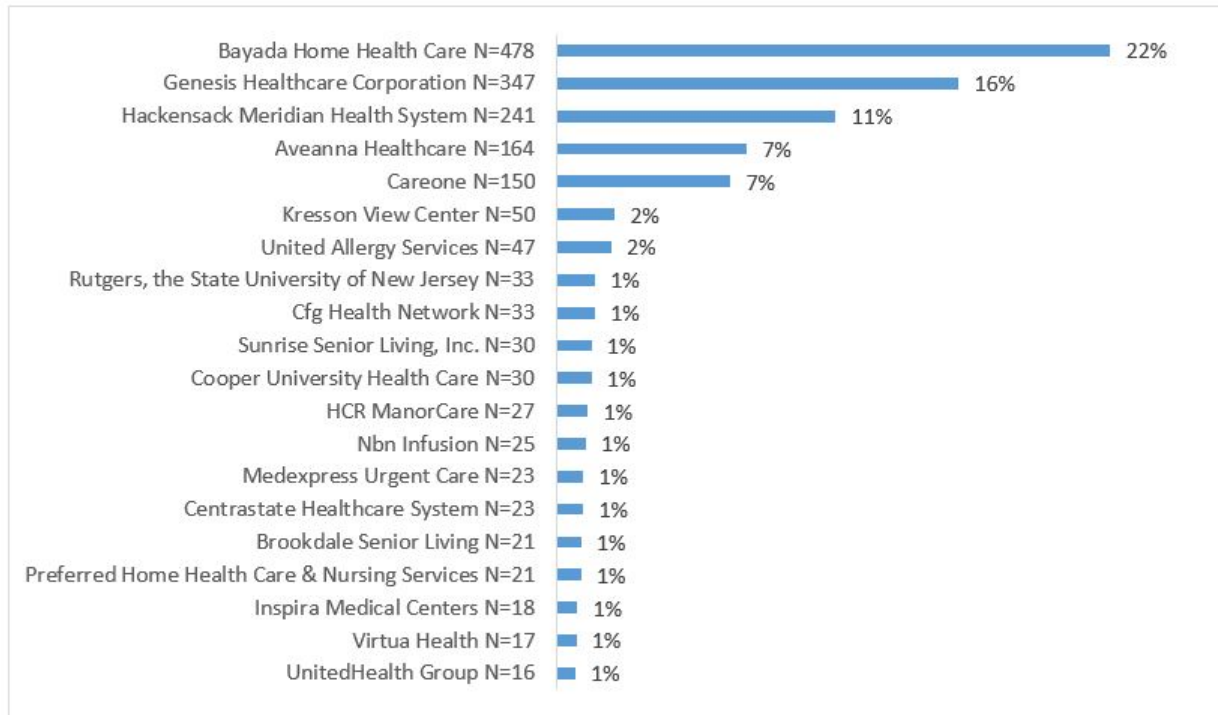
indication demand is lower than the national average, include Hunterdon (0.4), and Somerset (0.6), Morris (0.7), and Union (0.7).

The counties with the most job postings include Monmouth (300), Essex (279), and Bergen (233).

Licensed Practical Nurse (LPN) Demand Profile

Figure 3.7 shows the top 20 employers with the greatest number of online job postings for LPNs in 2019. Hospital employers were combined under their healthcare system where applicable. Greater numbers of postings may reflect a high rate of turnover or a high demand for employees. The top 20 employers accounted for 1,794 of the 2,218 total postings. Top employers included nursing homes, home health care providers, and hospital systems.

Figure 3.7: Top 20 Employers of LPNs

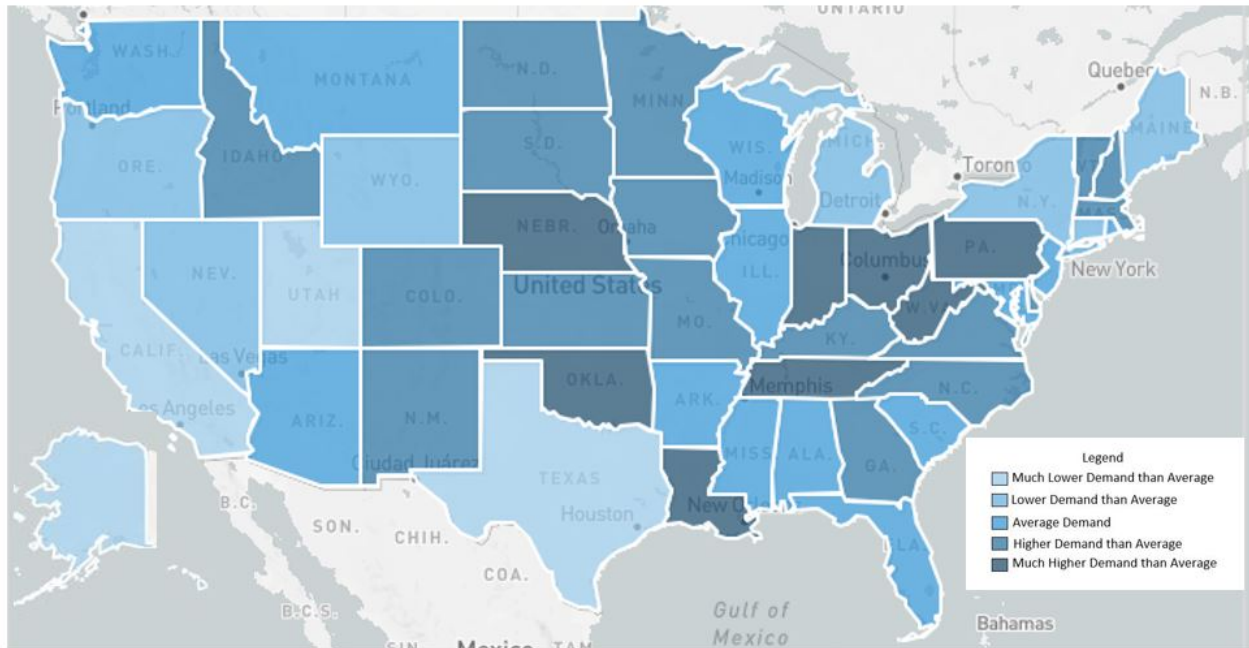


(Burning Glass Technologies. "Labor Insight Real-Time Labor Market Information Tool." <http://burning-glass.com>. 2020)

National Demand Comparison

Figure 3.8 shows the level of demand for LPNs across the United States from January 1, 2019 through December 31, 2019. The demand for LPNs is identified here as the ratio of LPN job postings per 10,000 employed persons.

Figure 3.8: National Demand for LPNs



(Burning Glass Technologies. "Labor Insight Real-Time Labor Market Information Tool." <http://burning-glass.com>. 2020)

The average rate of demand for LPNs nationally is 20 job postings per 10,000 employed persons. When compared to this rate, **New Jersey has an average rate of demand for LPN positions, with a rate of 17 postings per 10,000 employed persons.** The three states with the highest demand are Nebraska (31), Indiana (30), and Pennsylvania (30). The states with the lowest demand are California (3), Texas (5), Utah (5), and the District of Columbia (5).

Job Postings by County

January 1, 2019 - December 31, 2019

There were 2,528 postings available with the current filters applied.

Table 3.4: Demand for LPNs by NJ County

County	Job Postings	%	Location Quotient
Atlantic	52	2	0.6*
Bergen	211	8	0.7
Burlington	250	10	1.9
Camden	297	12	2.2
Cape May	28	1	1.0*
Cumberland	57	2	1.5*
Essex	163	6	0.7
Gloucester	176	7	2.6
Hudson	92	4	0.6*
Hunterdon	38	2	1.2*
Mercer	112	4	0.7
Middlesex	200	8	0.7
Monmouth	284	11	1.7
Morris	120	5	0.6
Ocean	132	5	1.2
Passaic	93	4	0.8*
Salem	34	1	2.5*
Somerset	61	2	0.5*
Sussex	27	1	1.0*
Union	89	4	0.6*
Warren	18	1	0.8*

*Values should be used with caution due to small sample size. (Burning Glass Technologies. "Labor Insight Real-Time Labor Market Information Tool." <http://burning-glass.com>. 2020)

Table 3.4 shows county-level data for the raw number of job postings, the percent of NJ job postings located in each county, and the county Location Quotient (LQ). The LQ is a per capita measure that aims to show the concentration of a job in a given area compared to concentration of the same job nationwide.

- A LQ that is equal to the national average would be 1.0.
- A LQ greater than 1.0 would indicate that demand is greater than the national average. For example, 1.2 would indicate that demand is 20% higher than the national average.
- A LQ less than 1.0 would indicate that demand is lower than the national average. For example, 0.8 would indicate that demand is 20% lower than the national average.

The counties with the highest LQ, which indicate demand is greater than the national average, include Gloucester (2.6), Salem (2.5), and Camden (2.2). The counties with the lowest LQ, which

indication demand is lower than the national average, include Somerset (0.5), Atlantic (0.6), Hudson (0.6), Morris (0.6), and Union (0.6).

The counties with the most job postings include Camden (291), Monmouth (284), and Burlington (250).