

Chapter 2

Workforce Supply Data

The data for this chapter were acquired from the 2020 and 2021 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 2020-2021 survey period, 113,464 licensed RNs responded out of New Jersey’s 165,944 licensed RNs. Of those, 137,838 were active while 28,106 were inactive. RN respondents account for 68.4% of the RN workforce. Respondents may have skipped questions, causing data in some tables and figures to add up to less than 113,464.

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

	N=113,464	%
Active	108,888	96
Inactive	4,576	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

	N=113,464 (%)	
Exam	75,571	67
Endorsement	37,892	33

Demographics

Table 2.3 shows the demographic characteristics of RN respondents. New Jersey’s RNs are primarily White/Caucasian (58%), female (91%), and between 46-65 years of age (48%). The mean age of RNs in New Jersey is 50.

Table 2.3: RN Demographic Characteristics

Gender	N=113,464 %	
Female	103,211	91
Male	10,253	9
Missing/No Data	0	0
Race/Ethnicity		
Asian	15,041	13
Black/African American	9,849	9
White/Caucasian	65,657	58
Hispanic/Latino	5,779	5
American Indian	111	0
Pacific Islander	758	1
Other	3,014	3
Missing/No Data	13,255	12
Age		
19-25	2,407	2
26-35	21,404	19
36-45	20,241	18
46-55	24,426	22
56-65	29,062	26
66-75	13,707	12
76-85	2,088	2
86+	127	0
Missing/No Data	1	0

Education

Table 2.4 describes the highest degree of nursing education currently held by respondents who were renewing their RN license. 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. Of the 97,376 respondents, excluding those who did not provide data (Missing/invalid), 68% have a Baccalaureate or higher degree in nursing, and 32% have an Associate’s Degree or Diploma in nursing.

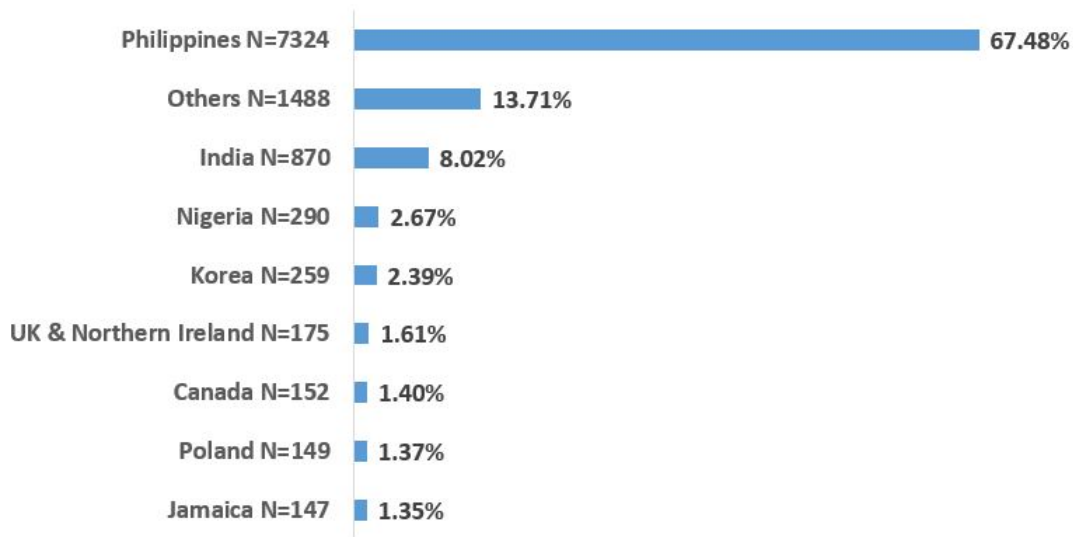
Table 2.4: RN Highest Level of Education*

	N=97,376	%
Diploma in Nursing	4,921	5
Associate’s Degree in Nursing	25,892	27
Baccalaureate Degree in Nursing	56,471	58
Master’s Degree in Nursing	9,101	9
DNP, PhD, or Other Doctoral Degree in Nursing	991	1

*The 16,088 missing/invalid data are excluded.

Figure 2.1 describes the 97,651 respondents who provided data on the country in which they received their entry-level nursing education. Of the total respondents, 86,761 were from the United States. Of the remaining 10,854 RNs, the Philippines were the most common source of entry-level nursing education outside of the United States.

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



*The 15,849 missing data are excluded.

Employment Characteristics

Table 2.5 describes the employment status of the 98,084 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*

	N=98,084	%
Employed in nursing full-time	72,479	74
Employed in nursing part-time	9,045	9
Employed in nursing per diem	5,331	5
Volunteering (only) in nursing	653	1
Retired	5,206	5
Unemployed, seeking work in nursing	2,928	3
Employed in a field other than nursing	2,442	2

*The 15,380 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 that 83% of the RN workforce hold one position.

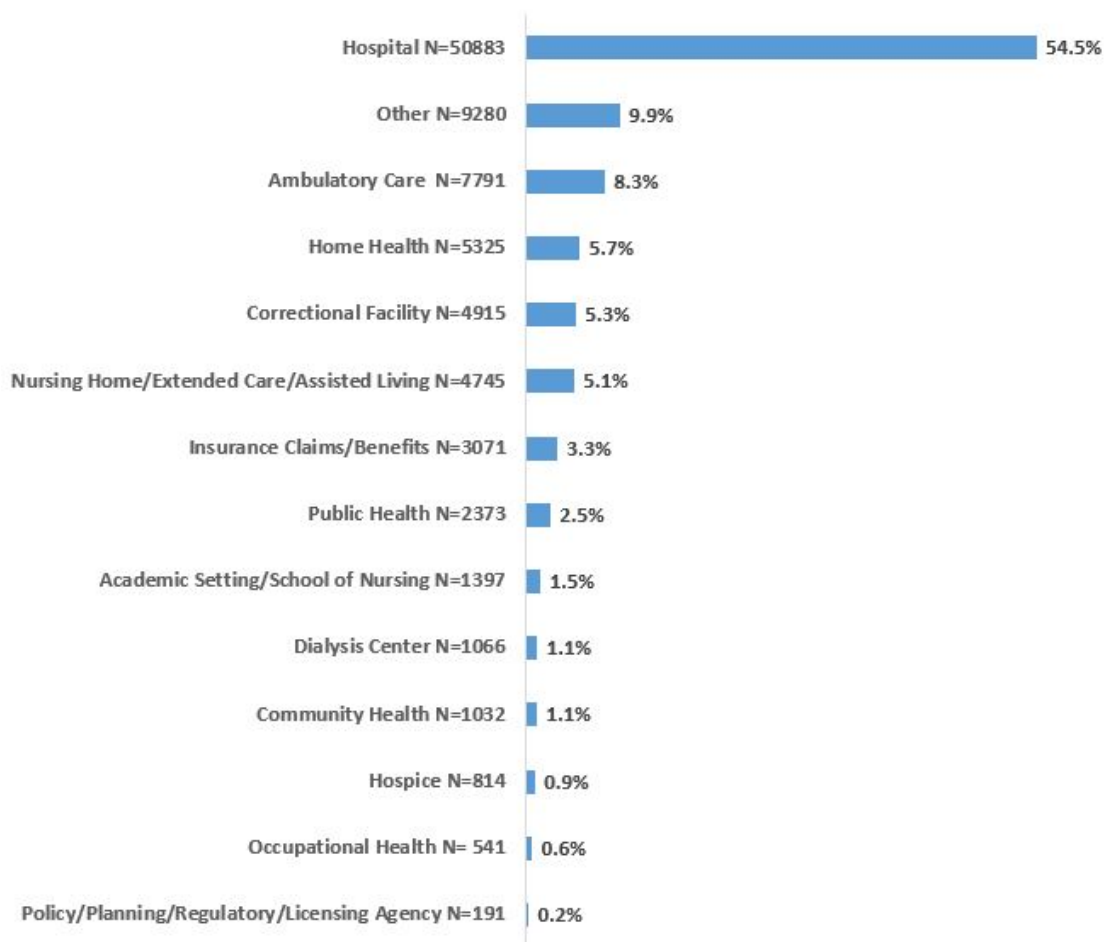
Table 2.6: Number of RN Positions*

	N=89,066	%
1 position	74,088	83
2 positions	13,525	15
3 positions	1,451	2
4 positions	2	0

*The 24,397 missing data are excluded.

According to **Figure 2.2**, more than 54% of 93,424 respondents reported that the hospital was their primary employment setting.

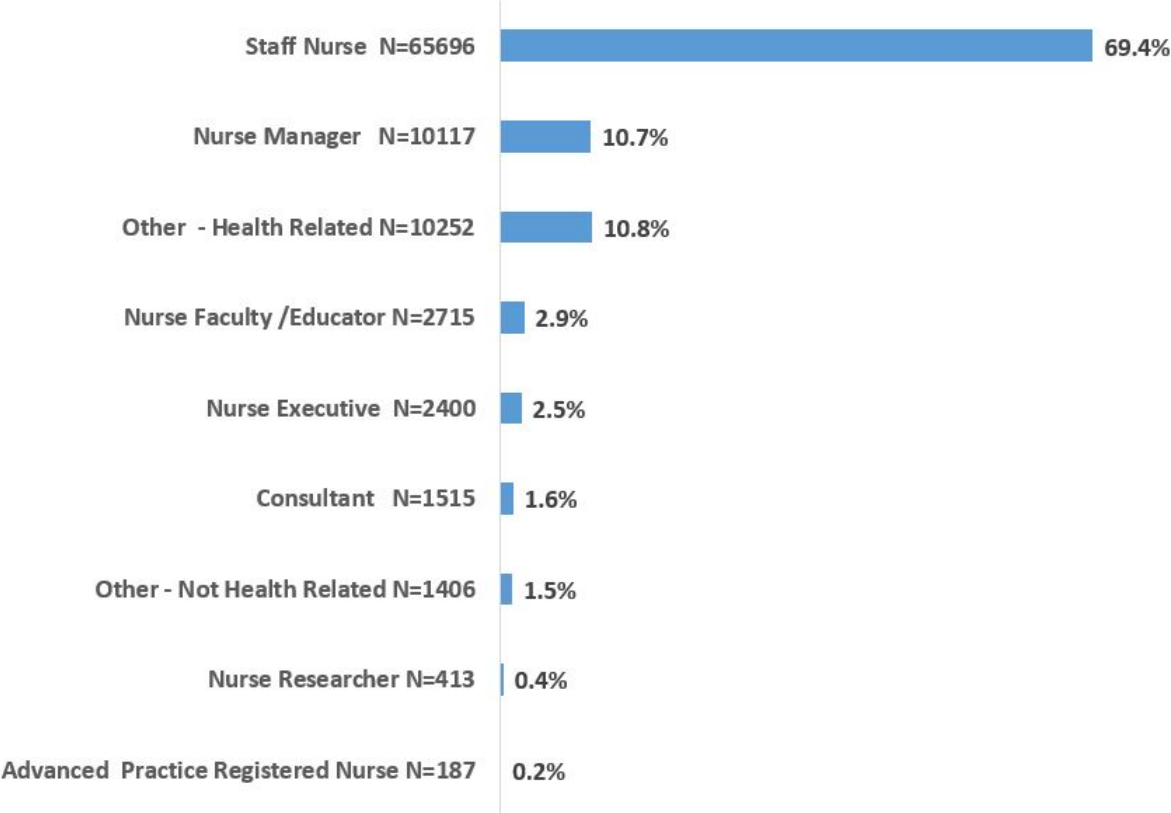
Figure 2.2: RN Primary Employment Setting*



*The 20,040 missing data are excluded.

Figure 2.3 shows that 69% of 94,701 respondents reported that their primary employment position was as a staff nurse. The combined data indicate that the majority of RNs are staff nurses.

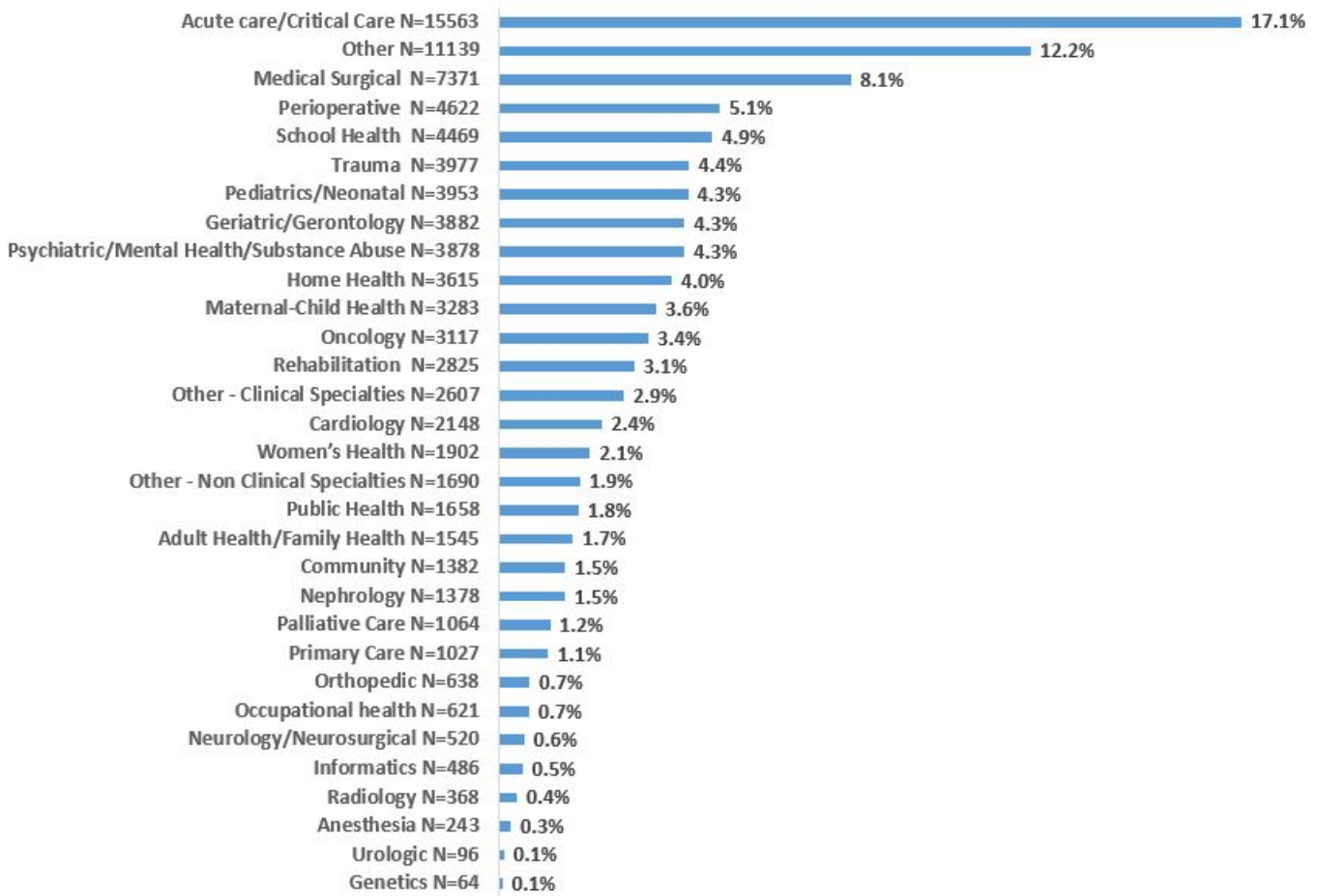
Figure 2.3: RN Primary Employment Position Description*



*The 18,763 missing data are excluded.

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

Figure 2.4: RN Primary Employment Position Specialty*

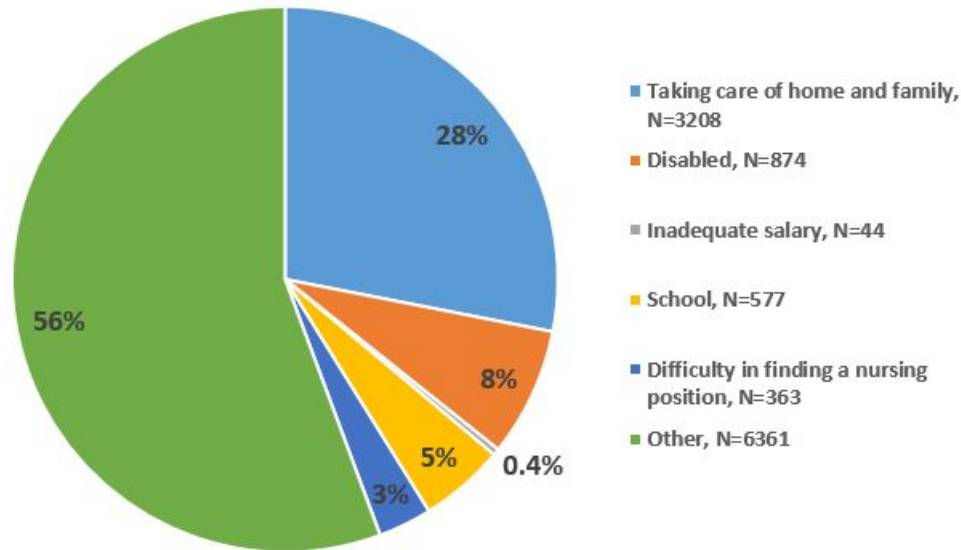


*The 22,333 missing data are excluded.

Unemployment

Figure 2.5 shows that there were 11,427 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



*Missing 102,037 data are excluded.

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, 26% intend to retire; of nurses who are 76-85 year old, 32% 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=87,633	Intent to Retire N=4,328	%
18-25	1,071	8	1
26-35	15,705	55	0
36-45	15,881	51	0
46-55	19,988	93	0
56-65	23,949	1,177	5
66-75	9,797	2,544	26
76-85	1,194	380	32
86-95	48	20	42

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

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 2020-2021 survey period, 12,039 APNs responded out of New Jersey’s 14,860 licensed APNs. Of those, 12,107 were active while 2,753 were inactive. APNs respondents accounted for for 81% of the APN workforce. Respondents may have skipped questions, causing data in some tables and figures to add up to less than 12,039.

License Status

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

Table 2.8: APN Credential Status

	N=12,039	%
Active	11,779	98
Not Active	260	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 Clinical Nurse Specialist. **Table 2.9** shows that most APNs (78%) are Nurse Practitioners.

Table 2.9: APN Category

	N=12,039	%
Nurse Practitioner (NP)	9,365	78
Clinical Nurse Specialist (CNS)	620	5
Certified Nurse Midwife (CNM)	306	3
Certified Nurse Anesthetist (CRNA)	1,287	11

Demographics

Table 2.10 shows that New Jersey’s APN’s are primarily White/Caucasian (60%), female (90%), and between 36-55 years of age (50%). The mean age of APNs are 49.

Table 2.10: APN Demographic Characteristics

Gender	N=12,039	%
Female	10,813	90
Male	1,225	10
Missing/No Data	1	0
Race/Ethnicity		
Asian	1,395	12
Black/African American	1,271	11
White/Caucasian	7,219	60
Hispanic/Latino	544	5
American Indian	16	0
Pacific Islander	69	1
Other	375	3
Missing/No Data	1,150	10
Age		
19-25	6	0
26-35	2,239	19
36-45	3,133	26
46-55	2,861	24
56-65	2,552	21
66-75	1,107	9
76-85	136	1
86+	5	0
Missing/No Data	0	0

Education

Table 2.11 describes the highest degree of nursing education currently held by APN respondents. Of the 11,073 respondents, 86% have a Master’s Degree and 11% have a DNP.

Table 2.11: APN Highest Level of Nursing Education*

	N=11,073	%
MSN	9,572	86
DNP	1,255	11
PhD	157	1
Other Doctoral Degree in Nursing	89	1

*The 966 missing/invalid data are excluded.

Employment Characteristics

Table 2.12 describes the employment status of the 10,923 APNs who reported their employment status. “Employed in nursing” is defined as being employed as a nurse and in a position that requires an APN credential.

Table 2.12: APN Employment Status*

	N=10,923	%
Employed in nursing full-time	8,935	82
Employed in nursing part-time	1,021	9
Employed in nursing per diem	395	4
Volunteering (only) in nursing	44	0
Retired	205	2
Unemployed, seeking work in nursing	201	2
Employed in a field other than Nursing	122	1

*The 1,116 missing data are excluded.

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

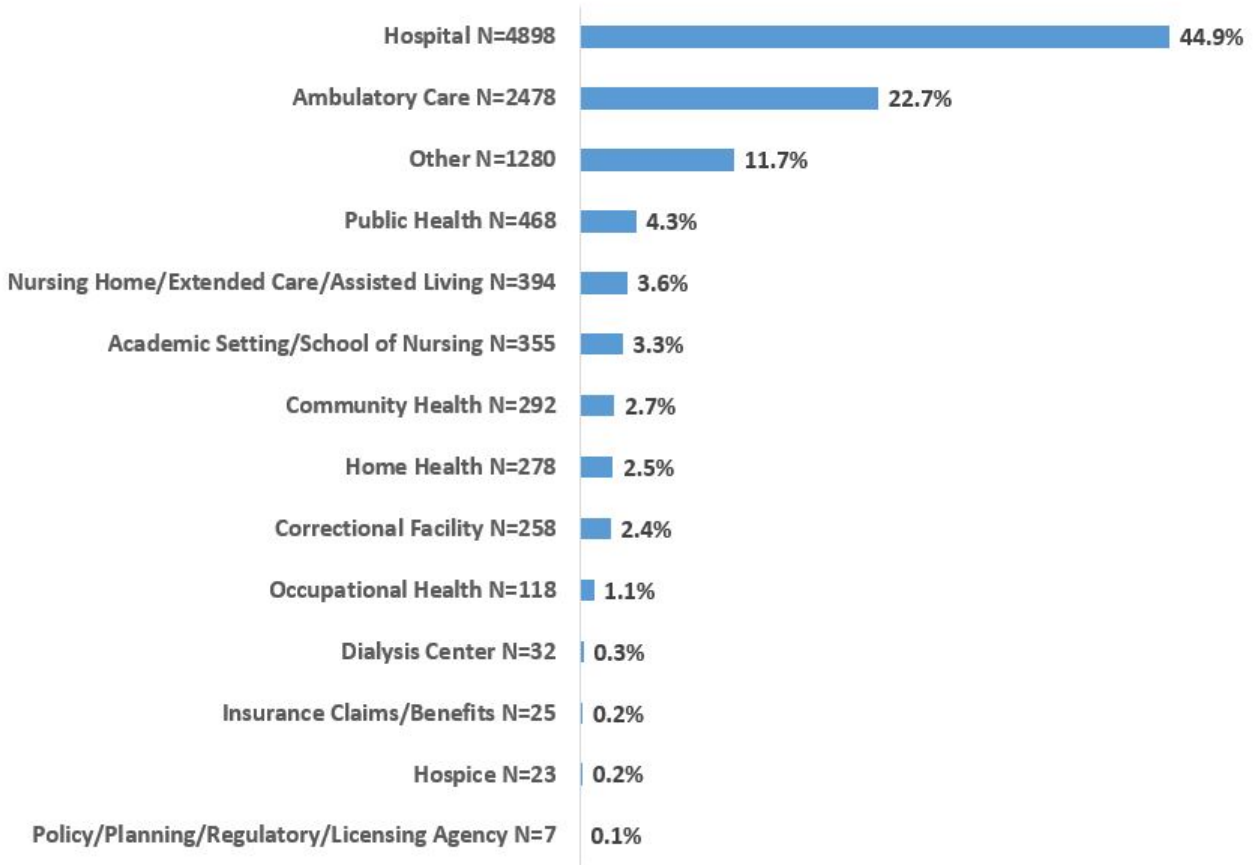
Table 2.13: Number of APN Positions*

	N=10,300	%
1 position	7,672	74
2 positions	2,192	21
3 positions	436	4

*The 1,739 missing data are excluded.

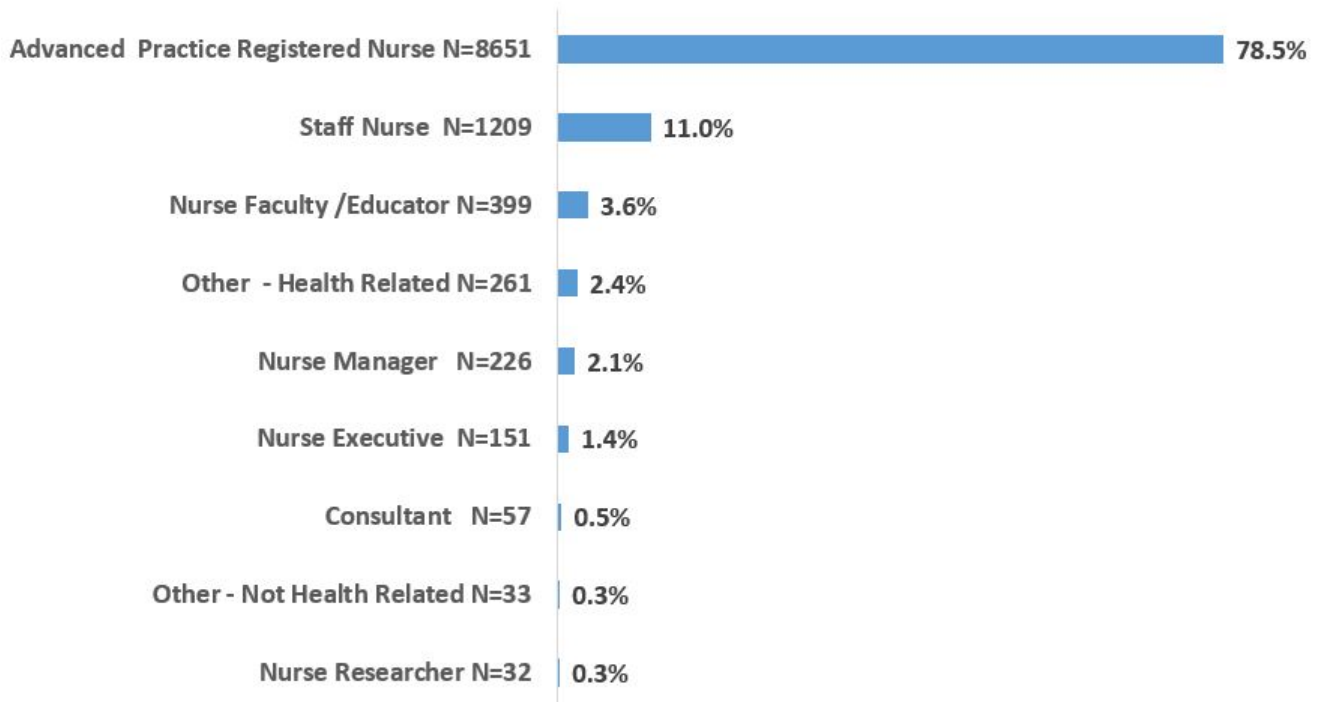
The figures on the following pages describe the setting and position description of respondents’ primary employment. According to **Figure 2.6**, 45% of the 10,906 respondents reported their primary employment setting was in a hospital. **Figure 2.7** shows that 78% of the 11,019 respondents reported their primary employment position was as an Advanced Practice Nurse.

Figure 2.6: APN Primary Employment Setting*



*The 1,133 missing data are excluded.

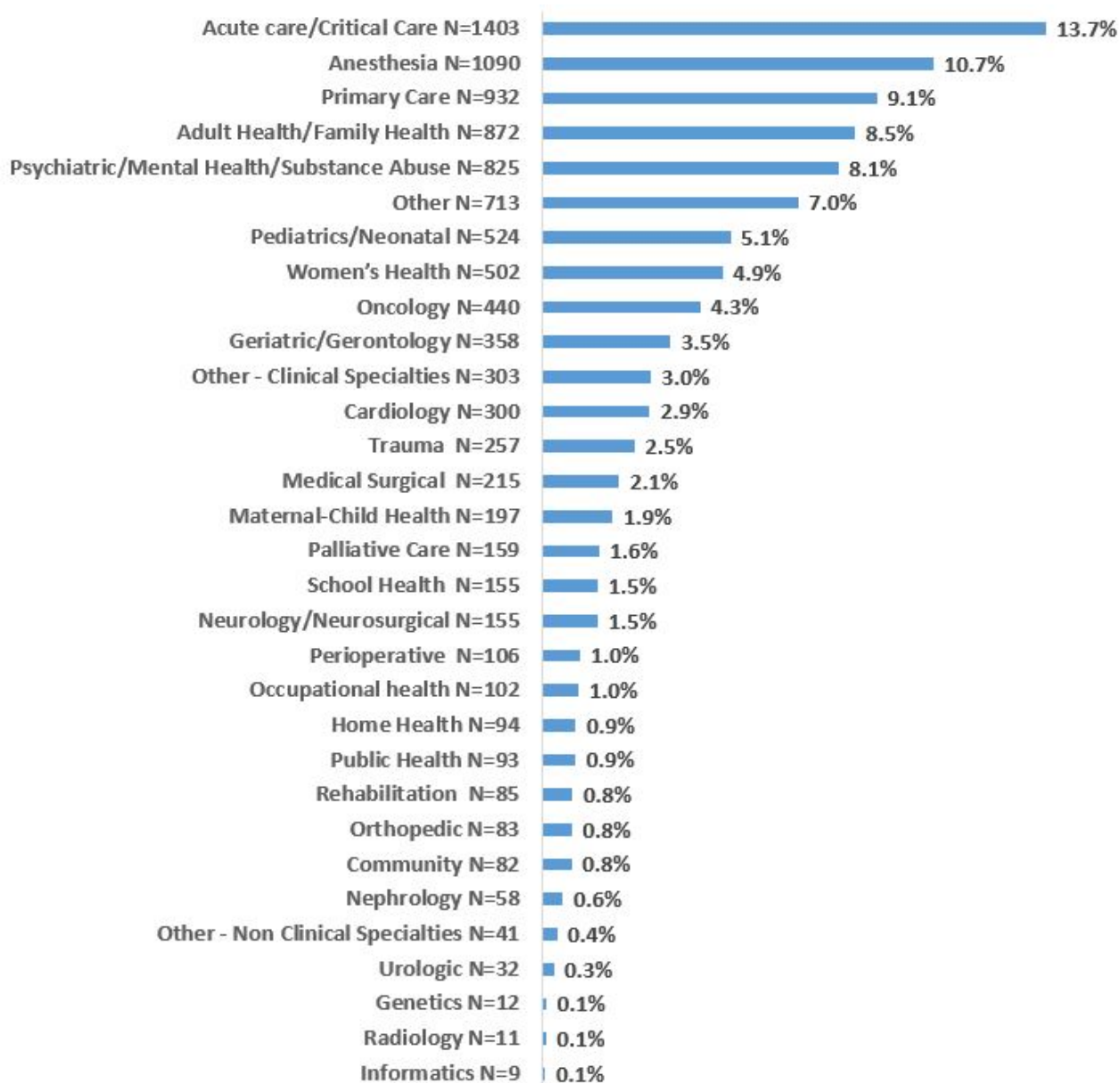
Figure 2.7: APN Primary Employment Position Description*



*The 1,020 missing data are excluded.

Figure 2.8 shows that 8,881 Advanced Practice Nurses classified their employment specialties as outlined below.

Figure 2.8: APN Primary Employment Position Specialty*



*The 1,831 missing data are excluded.

Nurse Practitioners

The majority of APNs identify as NPs. Table 2.14 shows their specialties.

Table 2.14: Nurse Practitioner specialty*

	N=8,493	%
Adult/Gero Primary	2,217	26
Adult/Gero Acute	1,097	13
Family	2,541	30
Pediatrics	721	8
Women's Health	500	6
Psych	659	8
Other	758	9

*The 3,546 missing data are excluded.

A total of 2,118 (18%) of the 12,039 NP respondents, indicated that they are active in states other than New Jersey.

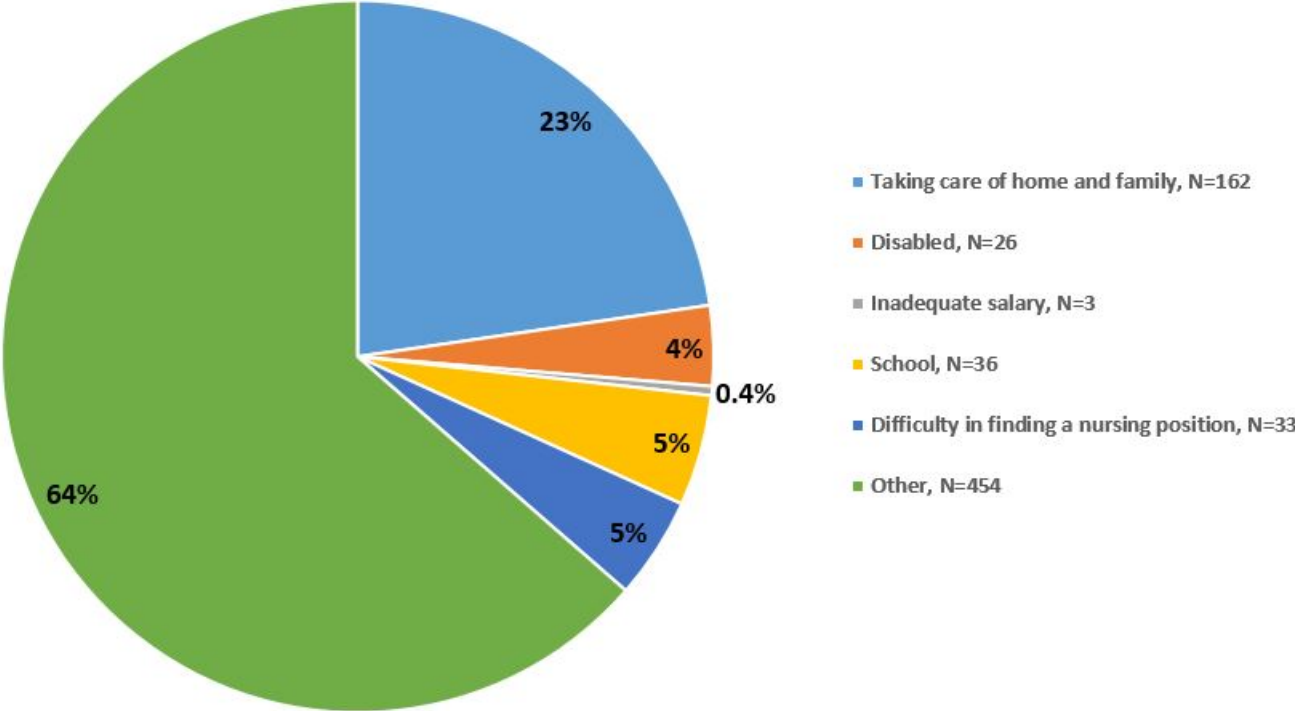
Table 2.15: NPs active in other states

	N=2,154	%
New York	864	40
Pennsylvania	867	40
Connecticut	11	1
Delaware	59	3
Other	317	15
No Data	36	2

Unemployment

Figure 2.9 shows that there were 714 APNs who reported a reason for not being employed as an APN. Of those, 23% cited “taking care of home and family” as their primary reason.

Figure 2.9: APN Reason for Not Being Employed



*Missing 5,872 data are excluded.

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 time frame (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, 18% intend to retire; of nurses who are 76-85 year old, 25% 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

Age	APN Respondents N=10,549	Intent to Retire N=296	%
18-25	3	0	0
26-35	1,898	5	0
36-45	2,695	7	0
46-55	2,556	6	0
56-65	2,313	72	3
66-75	976	179	18
76-85	104	26	25
86-95	4	1	25

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

Licensed Practical Nurse (LPN) Profile

In the 2019-2020 survey period, 21,583 LPNs responded out of New Jersey's 28,803 total LPNs. Of those, 23,503 were active while 5,300 were inactive. LPN respondents accounted for 74.9% 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**, 97% 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=21,583	%
Active	20,875	97
Inactive	708	3

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=21,582	%
Exam	18,996	88
Endorsement	2,586	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 (47%). The mean age of LPNs is 49.

Table 2.19: LPN Demographic Characteristics

Gender	N=21,583	%
Female	19,370	90
Male	2,212	10
Missing/No Data	1	0
Race/Ethnicity		
Asian	1,335	6
Black/African American	6,259	29
White/Caucasian	8,211	38
Hispanic/Latino	1,739	8
American Indian	43	0
Pacific Islander	107	0
Other	1,078	5
Missing/No Data	2,811	13
Age		
0-18	0	0
19-25	318	1
26-35	3,639	17
36-45	4,916	23
46-55	5,099	24
56-65	5,041	23
66-75	2,305	11
76-85	252	1
86+	13	0

Employment Status

Table 2.20 describes the employment status of the 17,180 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=17,180	%
Employed in nursing full-time	12,491	73
Employed in nursing part-time	1,555	9
Employed in nursing per diem	890	5
Volunteering (only) in nursing	101	1
Retired	558	3
Unemployed, seeking work in nursing	927	5
Employed in a field other than Nursing	658	4

*The 4,403 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 are holding multiple LPN positions.

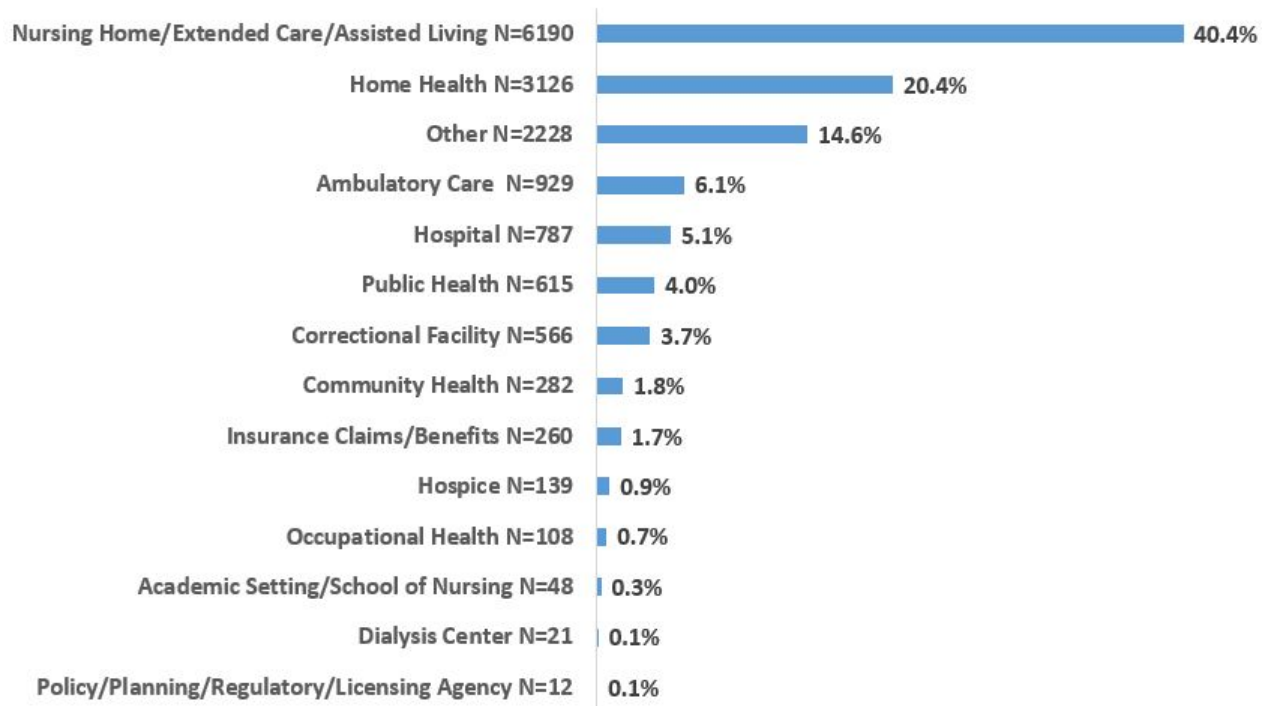
Table 2.21: Number of LPN Positions*

	N=15,261	%
1 position	12,600	83
2 positions	2,443	16
3 positions	218	1

*The 6,322 missing data are excluded.

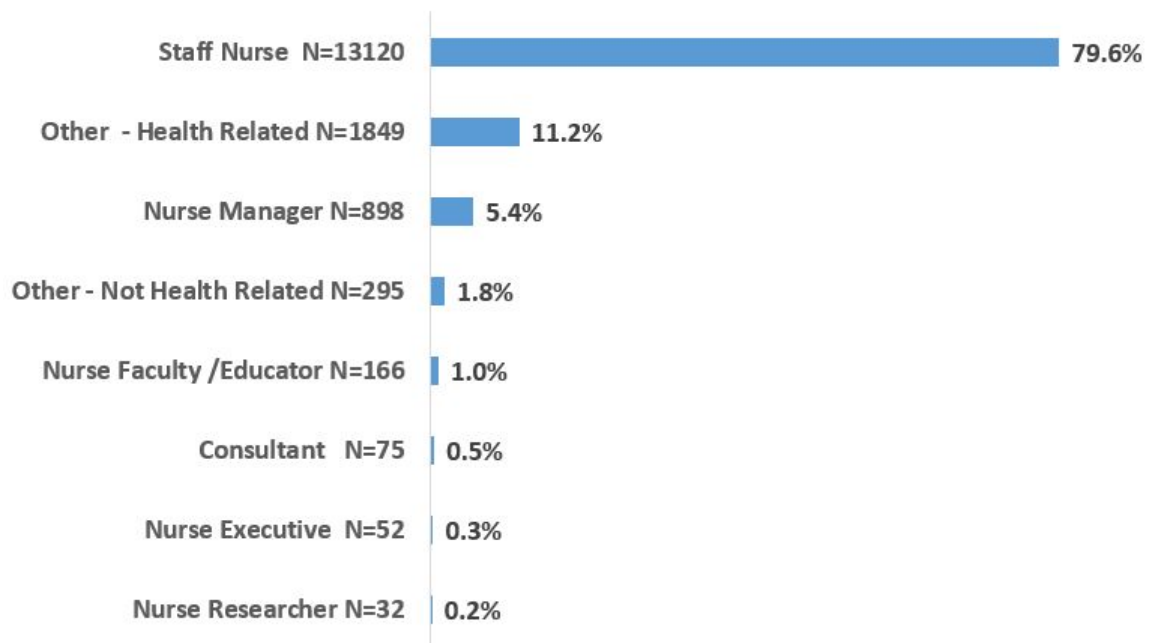
The figures on the following pages describe the setting and position description of respondents’ primary employment. According to **Figure 2.10**, more than 40% (N=6,190) of 15,311 respondents reported that the nursing home/assisted living facility was their primary employment setting. **Figure 2.11** shows that 79.5% of LPNs identify as Staff Nurses.

Figure 2.10: LPN Primary Employment Setting*



*The 6,272 missing data are excluded.

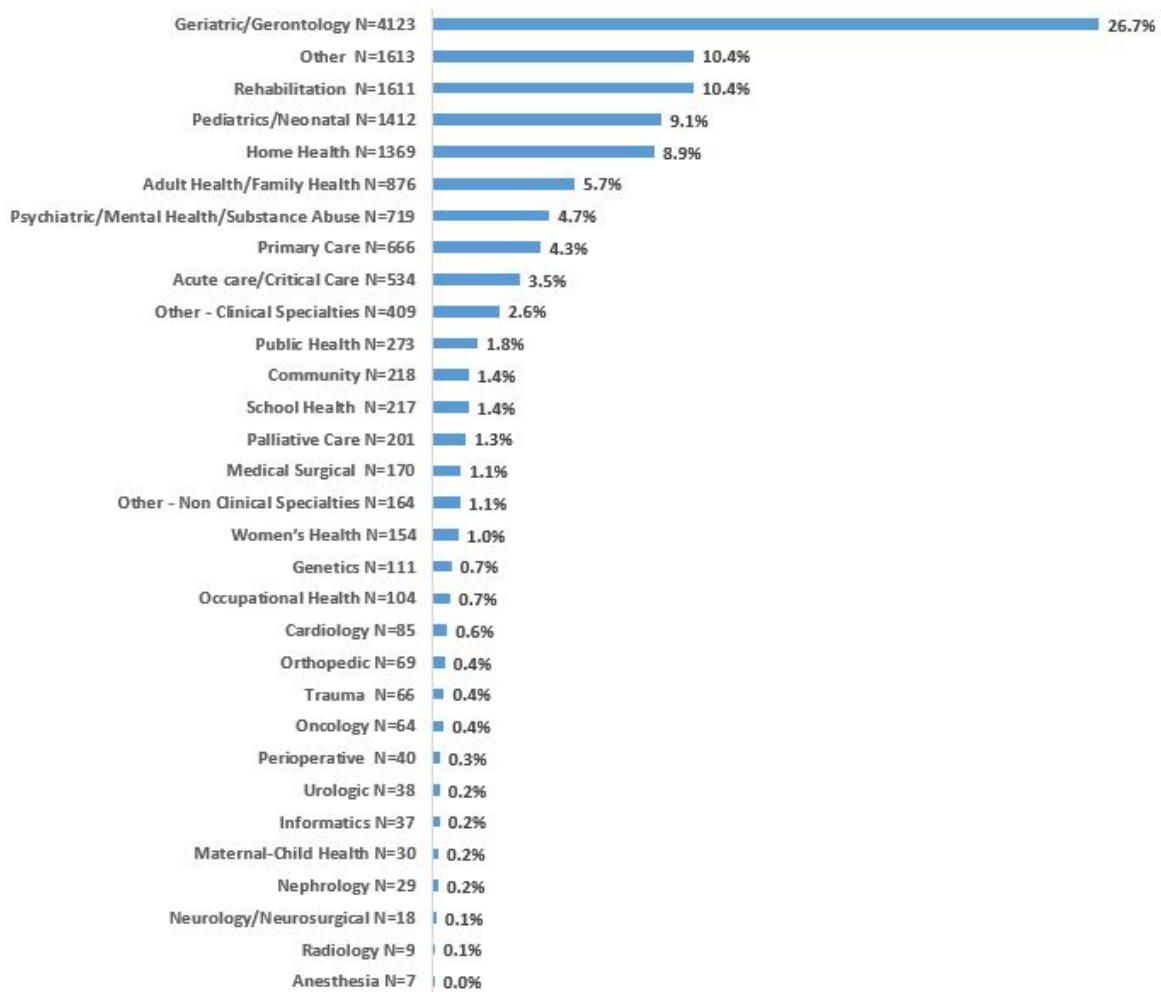
Figure 2.11: LPN Primary Employment Position Description*



*The 5,096 missing data are excluded.

Figure 2.12 shows how LPNs classified their employment specialties.

Figure 2.12: LPN Primary Employment Position Specialty*

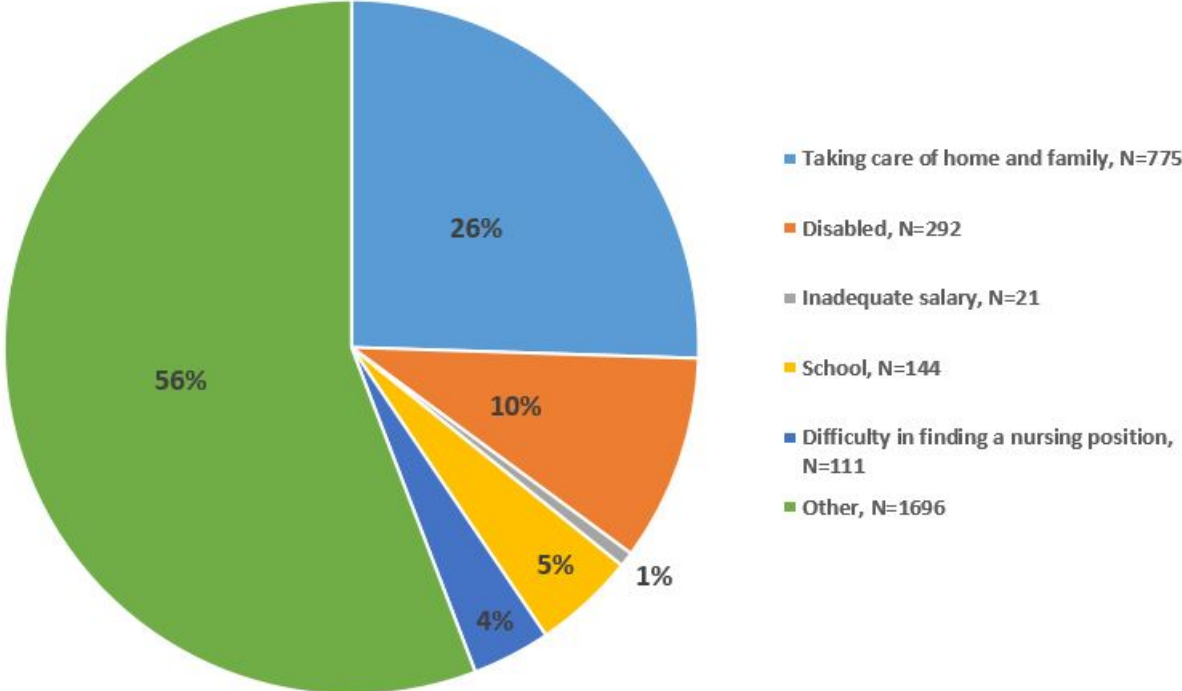


*The 6,147 missing data are excluded.

Unemployment

Figure 2.13 shows that there were 3,039 LPNs who reported a reason for not being employed as a nurse. Of those, 26% cited “taking care of home and family” as their primary reason.

Figure 2.13: LPN Reason for Not Being Employed



*Missing 18,544 data are excluded.

Retirement

NJCCN asked participants of their intention to retire within two years, prior to the next license renewal. In response, 3% of LPNs indicated a plan to retire within this time frame (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, 18% 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

Age	LPN Respondents N=15,230	Intent to Retire N=488	%
18-25	145	1	1
26-35	2,444	12	0
36-45	3,522	19	1
46-55	3,764	25	1
56-65	3,700	125	3
66-75	1,504	274	18
76-85	143	30	21
86-95	8	2	25

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

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 LPNs, RNs and APNs. Analysis included historical retirement rates across age categories and employment settings. In addition, the projection of future workforce levels along with confidence intervals were established from average historical retirement rates for 2020 and 2025 across LPNs, RNs and APNs.

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.

Nurse Retirement Projections for 2020 and 2025: A Review

Table 78 Projected Trend of the Active NJ Nursing Workforce Through 2025 is summarized here for reference. The table reflects a total of 826 LPN retirements, 7,169 RN retirements, and 179 APN retirements expected in the workforce by 2020.

Table 2.23: Projected Trend of the Active NJ Nursing Workforce Through 2025 (Table 78 from previous report)

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

(Source: NJCCN Educational Survey 2017, BON Survey 2018)

Based on our survey this year, we can compare the total number of nurses who reported ‘retired’ for their employment status to a pro-rated number of expected to be retired by 2021 from our estimates for 2020 & 2025. This allows us to understand if our projections were correct or over/under estimated.

Retirements in the Workforce (2019-2021)

A total of 774 LPNs, 7,797 RNs, and 289 APNs have been reported retired in 2019-2021 based on BON survey 2019-2021 as shown in the table below.

Table 2.24: Actual Number of Retirements in the Workforce

	2019	2020	2021	Total
LPN	216	305	253	774
RN	2,591	2,208	2,998	7,797
APN	84	88	117	289

(Source: BON Survey 2019-2021)

Comparing the actual retirement to the expected retirement projections, LPNs have 40% less retirements than expected, while RNs have 26% less retirements than expected. APNs are closest in projections with only 4% difference between the numbers.

Note: The projections are a somewhat overly conservative estimate but we justify our need to do so across the sections herein due to missing data and non-linearity of retirements.

Table 2.25: Comparison of actual retirements in 2019-2021 with projected retirements by 2025

	LPN		RN		APN	
	2019-2021 Actual	2019-2021 Expected*	2019-2021 Actual	2019-2021 Expected*	2019-2021 Actual	2019-2021 Expected*
Number of retirements	774	1,293	7,797	10,501	289	300
Difference (%) (Actual/Expected -1)		-40%		-26%		-4%

(Source: BON Survey 2019-21 report)

*Note: 2019-2021 Expected is a pro-rated interpolation from expected for 2025 from Table 78 of NJCCN 2017 report.

Further, 24% of LPNs, 17% of RNs, and 11% of APNs did not respond to the survey question “What is your employment status?” in 2019-2021. Thus, the number of actual retirements is likely to be higher than reported. For example, 7,797 RNs have reported being retired. We expect some of the RNs did not respond to the retirement question, therefore, more may have retired. Essentially, the gap between the expected and actual numbers in Table 2.25 will be smaller, confirming the need for a slightly more conservative estimate.

The bars in Figure 2.14 represent the actual retirement broken out by each year. The line projects the expected number of retirements for 2019-2025 projected in 2018 report. The exact numbers for 2020-2025 are from the projection in 2018 report (see Table 78 above) while the intermediate years are obtained by a simple interpolation formula for a linear model. Table 2.25 reports the difference between the actual number of retirements (stacked bars) and the projected retirements (line) which is 26% for the RNs in this graph.

Figure 2.14: Retirements for RN (Actual vs Expected)

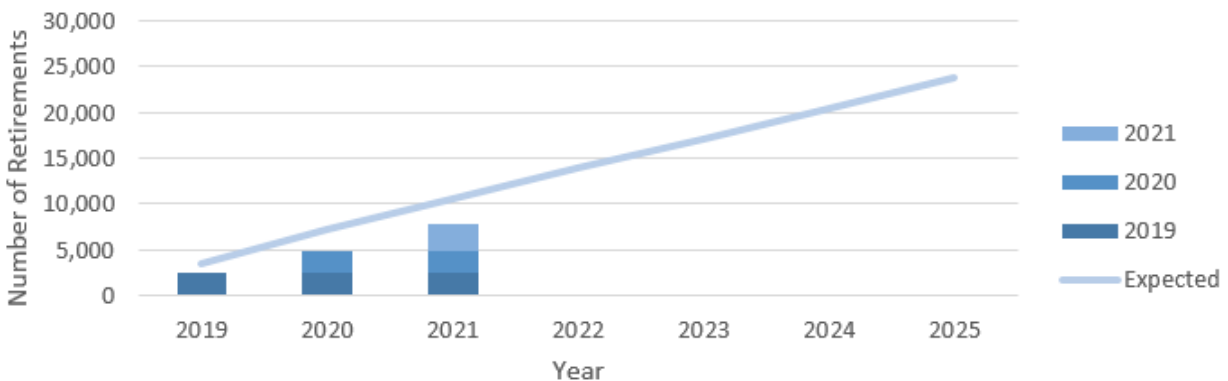


Table 2.26: Rate of Retirement of Nurses by Age Bracket

	LPN				RN				APN			
	2018 (%)	2019 (%)	2020 (%)	2021 (%)	2018 (%)	2019 (%)	2020 (%)	2021 (%)	2018 (%)	2019 (%)	2020 (%)	2021 (%)
N	183	216	305	253	1,613	2,591	2,208	2,998	60	84	88	117
46-50	0.1	0.1	1	-	0.02	0.1	0.4	0.2	-	-	-	-
51-55	0.4	0.3	3	3	0.1	0.3	1	0	0.2	-	-	-
56-60	1	1.1	4	4	0.2	2	4	3	1	1	2	1
61-65	4	5	15	17	1	8	22	13	2	2	27	9
66-70	9	17	41	47	5	24	38	38	11	13	34	39
71-75	10	17	26	20	18	27	23	30	17	20	26	34
76-80	13	17	7	8	24	27	9	11	19	32	8	15
81-85	5	13	3	2	22	33	3	3	-	-	-	2
86+	38	-	1	0.4	23	38	1	1	50	-	2	-

(Source: BON Survey 2018-2021)

Assessment of Nurse Retirement 2018-2021

Table 2.26 corresponds all those that answered ‘Retired’ to the survey question “*What is your employment status?*” in BON survey 2018-2021. (*This table is similar to Table 75 in our NJCCN 2017 report*). 2018 is the baseline year.

Breaking down retirement rates by age group, **retirements have increased across all 3 categories for ages 61-75 years from baseline (2018)**. The majority of retirements in 2020-21 have come from nurses in 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 age sector.

This demonstrates a shift in the profile of the nurses who are retiring from the workforce. Nurses historically retired much later in age. Such a profile shift is indicative of the national projection of baby boomer retirements accelerating as Generation Z and millennials increase in the workforce.

Distribution of Nurses in NJ Across Various Age Cohorts

Table 2.27 compares the age distribution of LPNs, RNs, and APNs in the workforce between 2019-2020 and 2020-2021.

Table 2.27: Age Distribution LPNs, RNs, and APNs in the Workforce

Age (years)	LPN		RN		APN	
	2019-2020	2020-2021	2019-2020	2020-2021	2019-2020	2020-2021
	N=21,523	N=21,583	N=112,245	N=113,464	N=10,718	N=12,039
	(%)	(%)	(%)	(%)	(%)	(%)
18-30	8	7	10	11	5	4
31-40	22	22	19	19	28	28
41-50	23	23	20	19	24	25
51-65	36	35	38	37	34	32
66+	11	12	14	14	10	10

(Source: BON Survey 2019-2021)

Retirement Intentions (Self-Reported)

Table 2.28 shows the number of self-reported retirements before next renewal is marginally lower than reported last year across all LPNs, RNs, and APNs.

Table 2.28: Self-reported Retirement Plan in the Next 2 Years

	N	2022-23	% of current workforce
LPN	15,230	488	3.2
RN	87,633	4,328	4.9
APN	10,549	296	2.8

(Source: BON Survey 2020-2021)

This table corresponds all those that answered ‘Yes’ to the survey question “*Do you plan retirement prior to next renewal?*” in BON survey 2020-2021.

Graduation Trend Rates

An obvious way to diffuse this risk of retirement is to infuse the workforce with higher numbers of new graduates to replace future retirements. Lower retirement levels across the categories help us bridge the gap from otherwise higher levels of expected retirements.

Table 2.29: Nurse Graduation Data 2015-2020*

	2015	2016	2017	2018	2019	2020
LPN	1,543	1,247	1,220	1,323	1,340	1,412
RN	3,161	3,007	3,122	3,374	3,889	4,496

(Source: NJCCN Educational Survey 2015-2020)

Based on our yearly graduation rates, there is a consistent supply of new graduates into the workforce (in line with our assumptions used in the projections for 2020 & 2025). A slightly higher rate of graduation for RNs and APNs might ensure greater availability while current or lower levels of LPN graduation will be sufficient.

Conclusion

Data suggests that while our estimates are slightly conservative, they are warranted considering the missing data and non-responses of this self-reported survey data. Therefore, we move forward with the existing projections from our previous report for the number of retirements of nurses in LPN, RN, and APN categories. It remains unclear what the impact of the COVID-19 pandemic will have on the workforce.