

NEW NJCCN Report Provides Insights into the New Jersey Nursing Workforce

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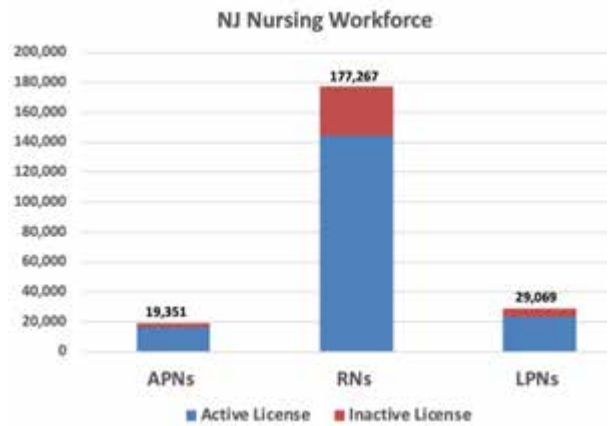
New Jersey (NJ) is among many states projected to face the largest RN shortages, driven by an aging workforce, a growing population, workforce shortages, and high demand for nurses. The *2025 Nursing Data and Analysis Report* from the New Jersey Collaborating Center for Nursing (NJCCN) provides an in depth view of the latest nursing education capacity and workforce supply and demand data in NJ. Now is the time to invest in nursing and implement innovative strategies to secure the future of healthcare in the state

The education capacity section of the NJCCN report summarizes data collected annually from nursing schools across the state. It highlights an 11% decline in new enrollees in pre-licensure RN program from 2021 to 2023, despite the increased admissions offered. In contrast, new enrollees in Practical Nurse (PN) program rose by 10%, with a 49% increase in PN graduates over the same period. However, the NCLEX-PN pass rate in NJ continues to remain below the national

average. To address these challenges, it is essential to invest in and expand the nursing education system by attracting more faculty, increasing clinical sites capacity, adopting innovative technology, and improving the NCLEX-PN pass rate.

The workforce supply section of the NJCCN report reflects license renewal data submitted to the Board of Nursing. It shows there are nearly ¼ million nurses in NJ (Figure 1). Of particular significance is the rate of retirement of nurses, with 6% of RNs, 3% of LPNs, and 4% of APNs reporting intent to retire in the next two years. The Advanced Practice Nurse (APN) workforce has grown significantly, with a 35% increase

Figure 1. NJ Nursing Workforce, 2023-2024



in active licenses, rising from 12,107 in 2020-2021 to 16,317 in 2023-2024. Additionally, 3,500 (27%) of 12,995 Nurse Practitioner (NP) respondents indicated they are active in states other than NJ. It is important to note that New York, Delaware, and Connecticut allow for full practice authority. This is of particular concern as NJ is lagging behind in modernizing

Table 1. NJ Nursing State License Status and Residency, 2023-2024

	LPN N=20,965	RN N=114,437	APN N=15,617
(1) Single state, declared residency	18,198 (87%)	87,842 (77%)	10,965 (70%)
(2) Single state, didn't declare residency	1,134 (5%)	15,098 (13%)	4,191 (27%)
(3) Multi-state compact license	1,632 (8%)	11,484 (10%)	460 (3%)
(4) Missing	1 (<1%)	13 (<1%)	1 (<1%)

See below to find explanation of categories (1), (2), and (3).

Definition of (1), (2), and (3):

- (1) Those who hold a single state license and declared NJ as their primary state of residency.
- (2) Those who hold a single state license and did not declare NJ as their primary state of residency.
- (3) Those who hold a multi-state compact license. The NLC pertains to LPN and RN licenses only.

APN legislation. Thus, as neighboring states progress towards full-practice authority, they become more appealing to APNs, potentially leading to an out-migration of APNs from NJ to those states.

This year's report also includes updated data on the multistate compact license, available in NJ since November 2021. Since the 2024 report, the number of nurses holding a compact license has grown dramatically, with more than four times as many LPNs and more than three times the number of RNs now holding the multistate license.

The workforce demand section in NJCCN report shows high turnover rates, 44% for LPNs, 25% for RNs, and 21% for NPs, which translates to high demand.

Median annual salaries increased for LPNs, RNs, and NPs reflecting the growing need for nurses. The percent change in employment is projected to increase in 2022-2033 with the most substantial growth expected among NPs.

The 2025 report confirms that NJ needs to bolster the supply of nurses to meet the growing demand. We need to promote a greater pipeline of diverse, highly skilled RNs and LPNs by investing in nursing academia and innovative recruitment initiatives. We also need to promote transition to practice and healthy work environments reducing attrition and keeping the nursing workforce thriving in the state. Planting the seeds to ensure a robust nursing workforce is

essential to ensure access to high quality care in NJ for years to come. ■

References

New Jersey Collaborating Center for Nursing. (2025). *Nursing data and analysis*. Newark, NJ:

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Peers, Recognition and You

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Communication in nursing is the basis for all care, interactions and professional development throughout a nurse's career. Educators, leaders and the nursing role itself emphasizes that the ability to interact and communicate in various forms plays a crucial role in fostering understanding, trust and effective patient care. Like all skills, there is a continuum of learning and expertise that can be measured and improved upon using Benner's novice to expert scale. Despite the focus on communication throughout our education and roles; the one area that is sorely lacking is recognition amongst our peers and those deserving of acknowledgment.

Why does this matter, and why should we care? Recognition is crucial to fostering a positive work environment that boosts morale and fuels a continued "want" to be our best selves in whatever role we assume. For instance, applauding continued professional development, strengthens the team and enriches the

collaborative environment. If your environment does not celebrate you, it is up to you and your peers to create a culture that applauds your success and shares it with the world!

The Daisy Award honors nursing care and contributions and is normally dependent on patient or family feedback. All nurses have had at least one instance in which this award is undoubtedly deserved, but not submitted; therefore not awarded. Peer and facility awards, have specific criteria and once again require nomination and review. Organizational awards, state awards, local awards exist but require a motivated nominator that can write to guidelines and occur in a limited time frame. So, what can you do to recognize your peers in real time?

Verbally and publicly thank them for their action or accomplishment in team meetings, town halls, and with senior leadership. Send hand written notes to create a unique impact on the recipient. Of course, emails and organizational

"Nothing else can quite substitute for a few well-chosen, well-timed, sincere words of praise. They're absolutely free and worth a fortune."
Sam Walton

apps also matter and publicize your peer's efforts globally. Another way to celebrate professional accomplishments is through your facilities social media links and outlets. If shareable, promote these on professional social platforms like LinkedIn to further celebrate your peer's wins with the global community. As you read this, I am sure you can think of instances in your life and in your peer's in which recognition was due and not given. Be a change maker and celebrate creativity, mentorship, inclusion and the brave actions performed and championed by your peers by sharing and inspiring others to do the same! ■