

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! ■