

2024



Home Health Aide Data & Analysis



Vision

- To be the dominant voice on nursing workforce solutions for New Jersey residents.

Mission

- Ensure that competent, future-oriented, diverse nursing providers are available in sufficient numbers and preparation to meet the demand of the evolving healthcare system in New Jersey.
- Transform the healthcare system through research and innovative model programs.
- Create a central repository for education practice and research related to the nursing workforce.
- Engage academic/practice partners, inter-professional colleagues, government and legislative agencies, consumers, business, and industry.
- Promote a positive image for nursing.

The correct reference is as follows:

New Jersey Collaborating Center for Nursing. (2024). *Home Health Aide Data and Analysis*.

Newark, NJ; NJCCN.

<https://njccn.org/home-health-aide/>

NOTE:

Any future modifications to this report will be published electronically.
For the most recent data on the New Jersey Nursing Workforce, visit www.njccn.org.

Certified Home Health Aide Workforce

Introduction

In the New Jersey Administrative Code Chapter 37, the New Jersey Board of Nursing (NJBON) defines “CHHA” as a certified homemaker-home health aide who is employed by a home care services agency and who, under supervision of a registered professional nurse, follows a delegated nursing regimen or performs tasks which are delegated.

Refer to: <https://www.njconsumeraffairs.gov/regulations/Chapter-37-New-Jersey-Board-of-Nursing.pdf>

A CHHA must complete a training program as required by regulation. A CHHA training program shall consist of at least 76 hours. The program shall include 60 hours of classroom instruction and 16 hours of clinical instruction in a skills laboratory or patient care setting.

A CHHA shall review the plan of care with a delegating registered professional nurse after the assessment has been conducted and a plan of care developed and whenever changes have been made to the plan of care by the registered professional nurse. A registered professional nurse can delegate the administration of a specific medication to the CHHA pursuant to N.J.A.C. 13:37-6.4(c).

New Jersey CHHA Data

The data for this report were acquired from the 2023 New Jersey Board of Nursing (NJBON) Certified Home Health Aide certification renewal survey. There were 51,183 CHHAs renewed their certification in December 2023, and 51,159 out of 51,183 CHHAs completed the renewal survey. CHHAs renew their certification every two years, so this data represents almost all active CHHAs in New Jersey.

Table 1 lists the number of active CHHAs with CHHA certification in New Jersey. There has been a 15% decline in the number of CHHAs since 2017.

Table 1: Number of Home Health Aides 2017-2023

| | 2017 | 2019 | 2021 | 2023 |
|------------------------------------|--------|--------|--------|--------|
| Certified Home Health Aides | 60,343 | 52,179 | 50,416 | 51,183 |

Demographics

Table 2 describes the demographic characteristics of the CHHAs. New Jersey’s CHHAs are primarily female, Black/African American. The average age of CHHAs is 50.9 and ranged in age from 18 to 92 years.

Table 2: CHHA Demographic Characteristics

| Gender | N=51,159 | % |
|----------------------------------|-----------------|----------|
| Female | 47,741 | 93 |
| Male | 3,413 | 7 |
| Missing/Invalid | 5 | <1 |
| Race | | |
| Black/African American | 20,737 | 41 |
| White | 7,934 | 16 |
| Asian | 4,609 | 9 |
| American Indian/Alaska Native | 234 | <1 |
| Native Hawaiian/Pacific Islander | 196 | <1 |
| Two or more races | 262 | <1 |
| Unknown* | 711 | 1 |
| Missing/No Data | 16,476 | 32 |
| Ethnicity | | |
| Hispanic/Latino | 17,288 | 34 |
| Non-Hispanic/Latino | 28,237 | 55 |
| Missing/No Data | 5,634 | 11 |
| Age | | |
| 0-18 | 3 | <1 |
| 19-25 | 1,202 | 2 |
| 26-35 | 5,337 | 10 |
| 36-45 | 10,223 | 20 |
| 46-55 | 14,170 | 28 |
| 56-65 | 14,487 | 28 |
| 66-75 | 5,146 | 10 |
| 76-85 | 567 | 1 |
| 86+ | 21 | <1 |
| Invalid | 3 | <1 |

Unknown*: CHHAs did not select their race but wrote in their country of origin.

Education

Table 3 describes the highest level of education held by 51,159 CHHAs.

Table 3: Highest Level of Education

| Highest Level of Education | N=51,159 | % |
|----------------------------|----------|----|
| Some High School Education | 7,259 | 14 |
| High School Diploma or GED | 15,419 | 30 |
| Some College Education | 6,631 | 13 |
| Associate Degree | 1,873 | 4 |
| Baccalaureate Degree | 2,150 | 4 |
| Advanced Degree | 507 | 1 |
| Missing/No Data | 17,320 | 34 |

Employment Characteristics

Table 4 describes the employment status of the 51,159 CHHAs.

Table 4: Employment Status

| Employment Status | N=51,159 | % |
|-------------------------------|----------|----|
| Full-time | 25,683 | 50 |
| Part-time | 16,288 | 32 |
| Per diem | 2,424 | 5 |
| Unemployed | 1,497 | 3 |
| Live-in | 1,028 | 2 |
| Retired | 84 | <1 |
| Other | 578 | 1 |
| Medical/Health Issue (n=59) | | |
| Working in Other Field (n=53) | | |
| Disability (n=37) | | |
| Seeking Employment (n=30) | | |
| Self-employment (n=23) | | |
| Unknown (n=376) | | |
| Missing/No Data | 3,577 | 7 |

Table 5 shows the number of positions employed as a CHHA. There were 17% of the CHHAs indicated they had two or more jobs.

Table 5: Number of Positions Employed as a CHHA

| Number of Positions | N=51,159 | % |
|----------------------------|-----------------|----------|
| 1 position | 38,148 | 75 |
| 2 positions | 6,440 | 13 |
| 3 or more positions | 1,839 | 4 |
| Mission/No Data | 4,732 | 9 |

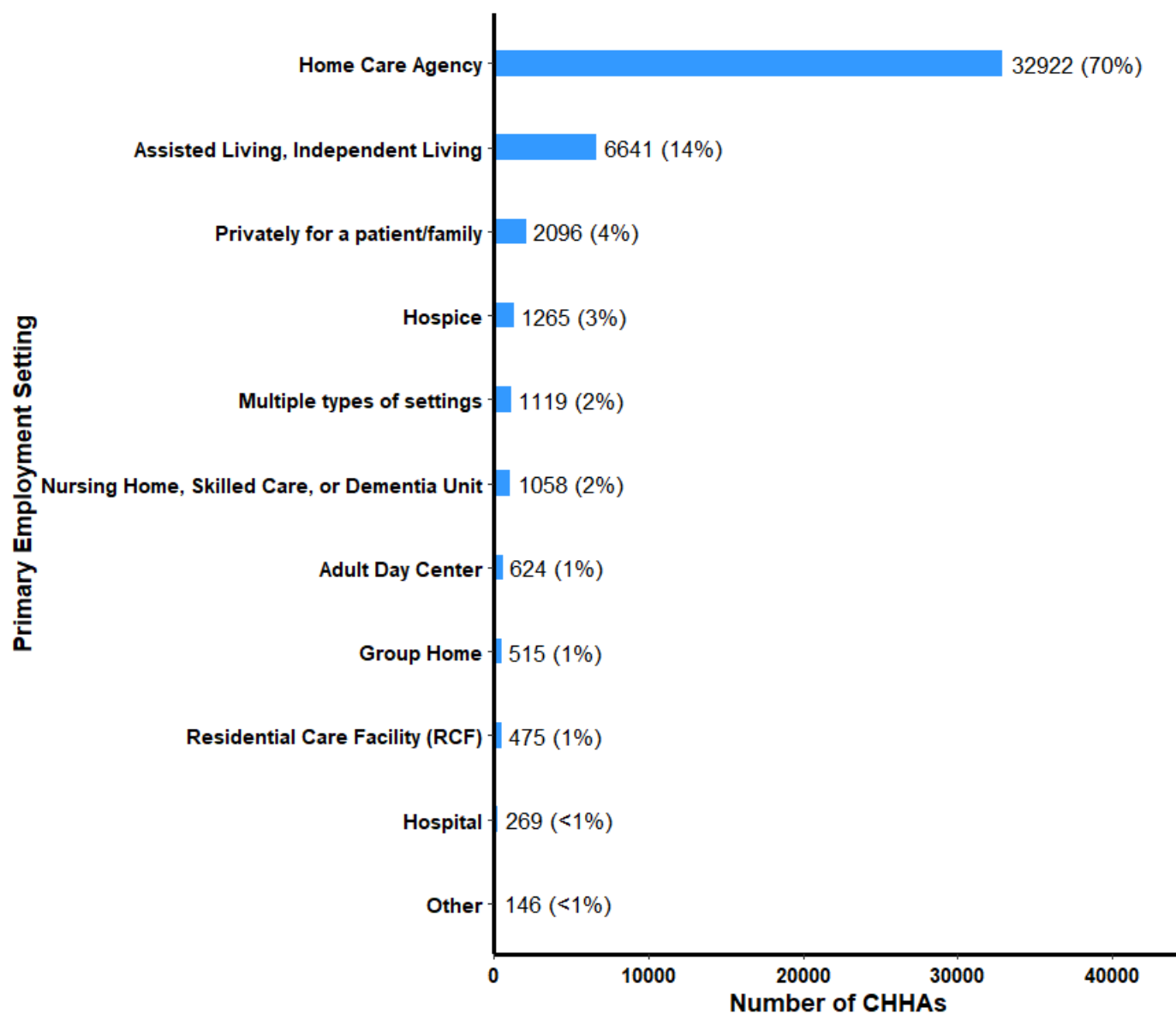
Table 6 shows the number of years worked as a CHHA.

Table 6: Number of Years Worked as a CHHA

| Number of Years Worked | N=51,159 | % |
|-------------------------------|-----------------|----------|
| Less than one year | 5,128 | 10 |
| 1 - 2 Years | 7,853 | 15 |
| 3 - 5 Years | 9,912 | 19 |
| 6 - 10 Years | 11,027 | 22 |
| 11 - 15 Years | 6,553 | 13 |
| 16 - 20 Years | 3,828 | 7 |
| 21 or More Years | 3,184 | 6 |
| Mission/No Data | 3,674 | 7 |

Figure 1 depicts 47,130 (92%) of the 51,159 CHHAs who reported their primary employment setting. The majority of CHHAs work at a home care agency.

Figure 1: CHHA Primary Employment Setting



*The 4,029 Missing/No data are excluded.

Figure 2 shows the percentage of CHHA employment status per employment setting. According to the figure, 49% of CHHAs who work for a home care agency worked full-time, and 40% worked part-time.

Figure 2: CHHA Employment Status per Setting

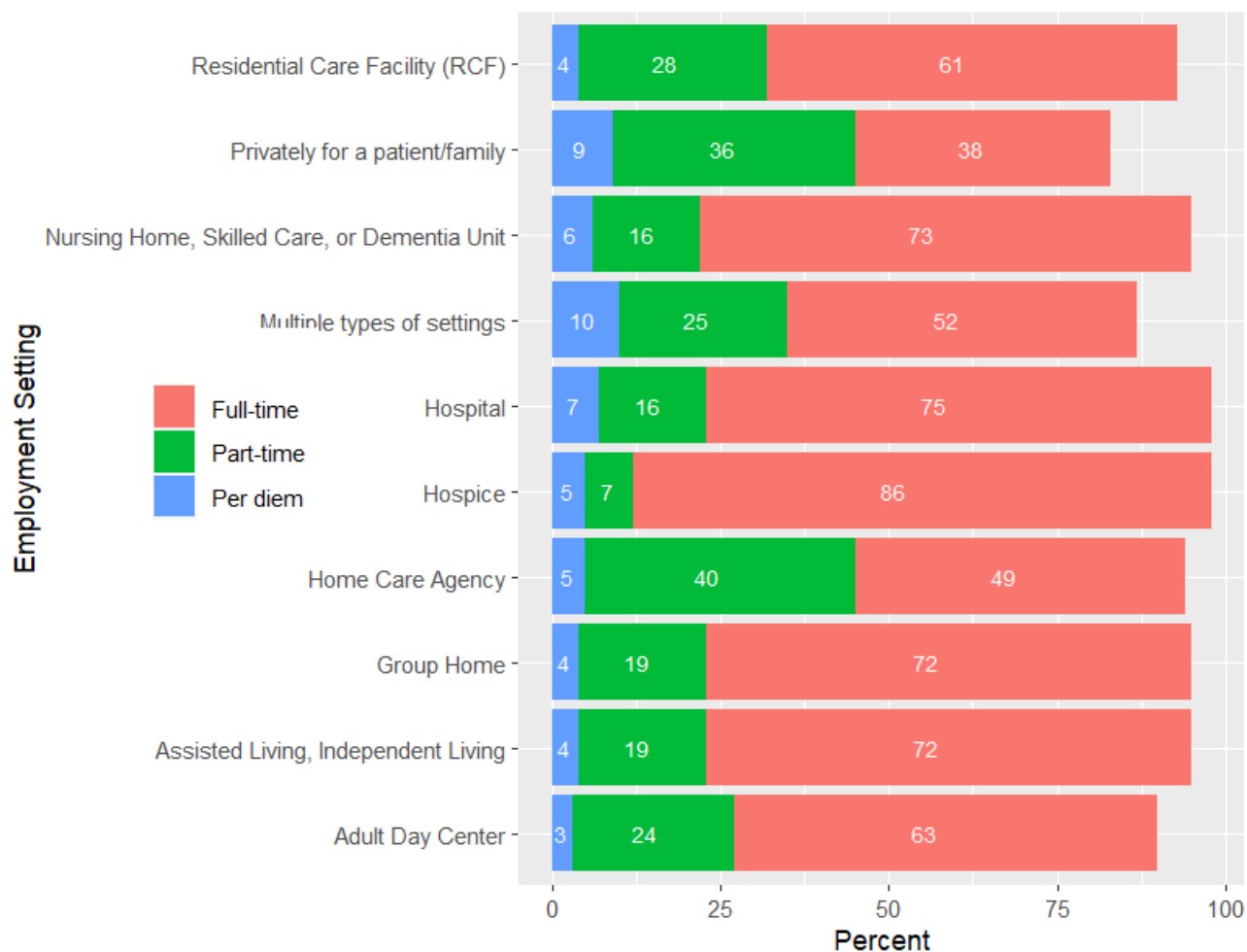
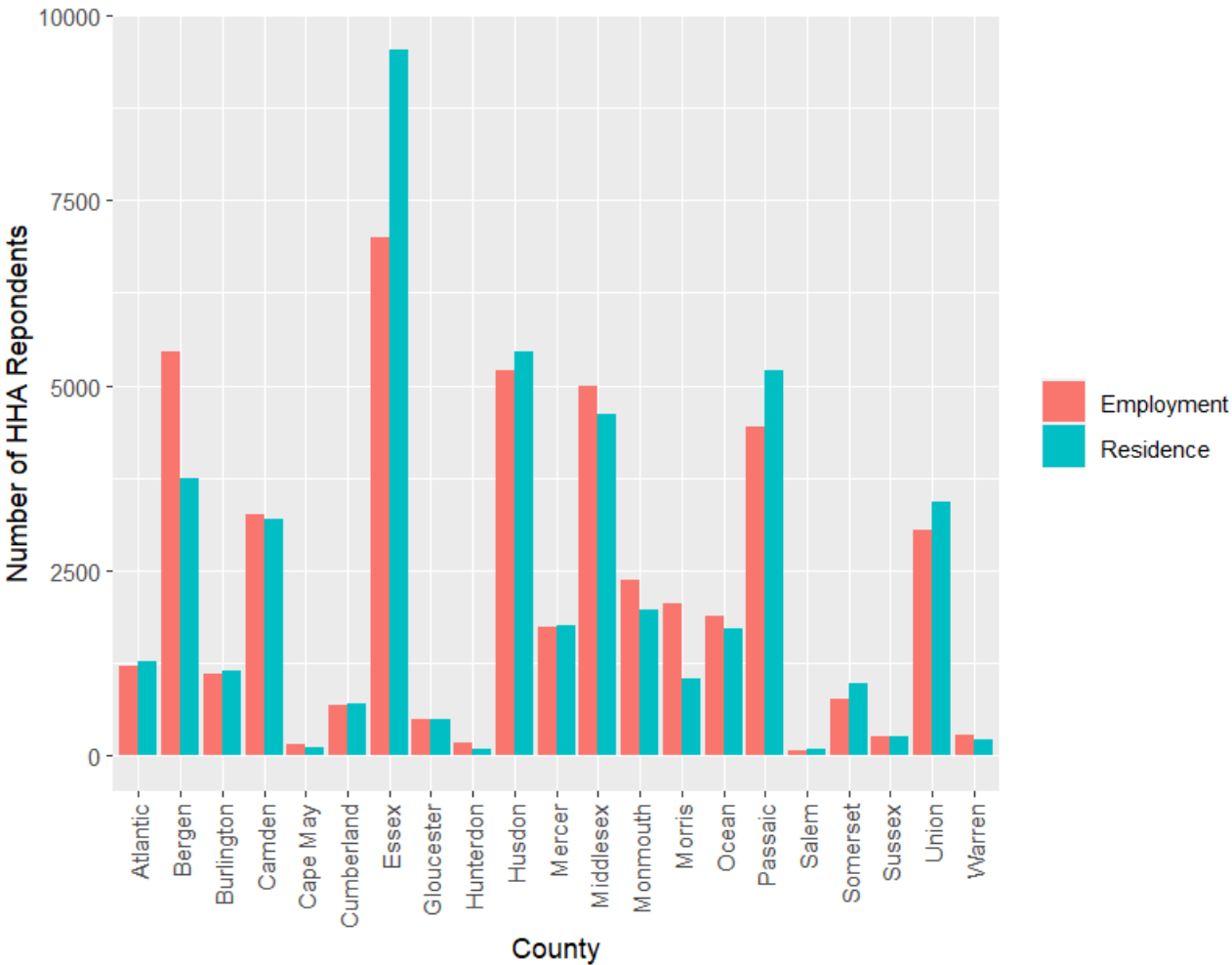


Figure 3 compares the number of CHHAs working and residing in each of the 21 counties. There were 46,567 CHHAs reported their county of employment, and 46,952 CHHAs reported their county of residence.

Although the majority of CHHAs work in the county they reside, the data reveals important differences in four counties: Bergen and Morris had more CHHAs respondents working there than residing there, and Essex and Passaic had more CHHAs residing there than working there.

Figure 3: Comparison where CHHAs work and reside



*The 4,592 county of employment and 4,207 county of residence missing data are excluded.

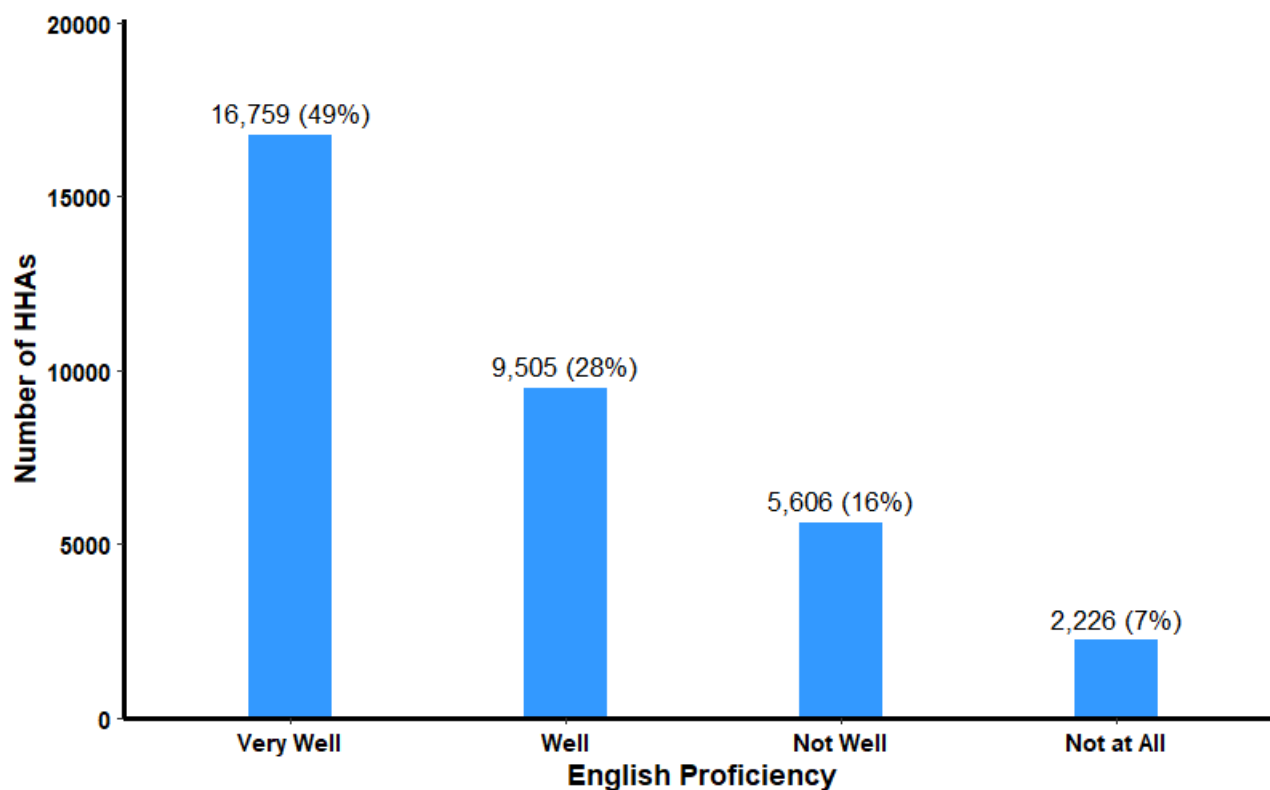
Bergen has more CHHAs working there than residing there: 659 were residing in Essex, 253 were residing in Hudson, and 916 were residing in Passaic.

Essex has more CHHAs residing there than working there: 659 were working in Bergen, 729 were working in Morris, 228 were working in Passaic, and 511 were working in Union.

Language

Figure 4 illustrates how proficient the CHHAs believe they are in speaking English, reported by 34,096 CHHAs.

Figure 4: CHHAs English Proficiency



*The 17,063 Missing/No data are excluded.

The CHHAs were also asked if they speak a language other than English at home. **Table 7** shows there were 30,367 (59%) out of 51,159 CHHAs who indicated that they spoke a language other than English at home.

Table 7: Other Language Spoken at Home

| Language | N=30,367 | % |
|----------------------------|----------|----|
| Spanish | 16,594 | 55 |
| Haitian-Creole | 4,641 | 15 |
| Twi (Ghanaian language) | 1,382 | 5 |
| Russian | 1,278 | 4 |
| Tagalog | 741 | 2 |
| Chinese | 712 | 2 |
| Korean | 696 | 2 |
| Arabic | 663 | 2 |
| French | 439 | 1 |
| Hindi (Indian language) | 313 | 1 |
| Gujarati (Indian language) | 294 | 1 |
| Igbo (Nigerian language) | 199 | <1 |
| Vietnamese | 132 | <1 |
| Polish | 112 | <1 |
| Ukrainian | 107 | <1 |
| Italian | 66 | <1 |
| Portuguese | 47 | <1 |
| Two or more* | 1951 | 6 |

Note 1: Two or more are those who selected two or more languages, and we do not know which one is primary.

Note 2: Twi, French, Igbo, Vietnamese, and Ukrainian are not in the survey question, but they were written in by the CHHAs.

Table 8 and **Table 9** (next page) show the number of CHHAs who speak a language other than English at home by county of residence.

Table 8: Other Language Spoken at Home by County

| County of Residence | Spanish N=16,594 | Haitian Creole N=4,641 | Twi N=1,382 | Russian N=1,278 | Tagalog N=741 | Chinese N=712 |
|---------------------|---------------------|---------------------------|----------------|--------------------|------------------|------------------|
| Atlantic | 476 | 132 | 40 | 5 | 8 | 2 |
| Bergen | 1,323 | 31 | 86 | 305 | 110 | 52 |
| Burlington | 90 | 94 | 59 | 19 | 15 | 3 |
| Camden | 1,581 | 48 | 52 | 50 | 22 | 7 |
| Cape May | 2 | 2 | 1 | 2 | 0 | 0 |
| Cumberland | 367 | 5 | 5 | 23 | 2 | 0 |
| Essex | 1,468 | 1,953 | 428 | 68 | 64 | 25 |
| Gloucester | 76 | 13 | 18 | 7 | 7 | 1 |
| Hudson | 3,762 | 110 | 13 | 40 | 137 | 11 |
| Hunterdon | 11 | 5 | 1 | 5 | 5 | 2 |
| Mercer | 212 | 320 | 68 | 33 | 13 | 72 |
| Middlesex | 1,214 | 100 | 261 | 253 | 68 | 225 |
| Monmouth | 153 | 561 | 24 | 127 | 25 | 50 |
| Morris | 283 | 25 | 20 | 57 | 62 | 92 |
| Ocean | 264 | 98 | 42 | 47 | 62 | 7 |
| Passaic | 3,664 | 41 | 33 | 68 | 37 | 8 |
| Salem | 15 | 2 | 2 | 1 | 1 | 0 |
| Somerset | 160 | 21 | 43 | 62 | 23 | 68 |
| Sussex | 42 | 8 | 1 | 7 | 10 | 3 |
| Union | 1,141 | 970 | 109 | 64 | 34 | 29 |
| Warren | 30 | 16 | 6 | 6 | 4 | 1 |
| Missing/Unknown | 260 | 86 | 70 | 29 | 32 | 54 |

Table 9: Other Language Spoken at Home by County (Cont.)

| County of Residence | Korean N=696 | Arabic N=663 | French N=439 | Hindi N=313 | Gujarati N=294 | Igbo N=199 | Vietnamese N=132 |
|---------------------|-----------------|-----------------|-----------------|----------------|-------------------|---------------|---------------------|
| Atlantic | 0 | 12 | 11 | 5 | 3 | 0 | 0 |
| Bergen | 587 | 41 | 13 | 26 | 17 | 5 | 2 |
| Burlington | 3 | 4 | 9 | 10 | 1 | 8 | 3 |
| Camden | 4 | 5 | 10 | 2 | 0 | 11 | 92 |
| Cape May | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Cumberland | 0 | 0 | 0 | 2 | 0 | 1 | 0 |
| Essex | 9 | 19 | 211 | 9 | 12 | 106 | 2 |
| Gloucester | 0 | 3 | 2 | 0 | 0 | 1 | 0 |
| Hudson | 6 | 401 | 28 | 53 | 21 | 0 | 24 |
| Hunterdon | 0 | 1 | 2 | 1 | 0 | 0 | 0 |
| Mercer | 3 | 1 | 30 | 9 | 7 | 8 | 0 |
| Middlesex | 42 | 56 | 25 | 132 | 135 | 15 | 6 |
| Monmouth | 2 | 11 | 20 | 11 | 4 | 3 | 1 |
| Morris | 5 | 6 | 4 | 7 | 28 | 2 | 0 |
| Ocean | 3 | 4 | 8 | 4 | 3 | 5 | 0 |
| Passaic | 10 | 56 | 7 | 17 | 33 | 0 | 0 |
| Salem | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Somerset | 6 | 8 | 7 | 9 | 18 | 6 | 1 |
| Sussex | 2 | 0 | 1 | 2 | 0 | 0 | 0 |
| Union | 2 | 10 | 33 | 7 | 4 | 24 | 0 |
| Warren | 0 | 3 | 1 | 0 | 0 | 0 | 0 |
| Missing/Unknown | 11 | 22 | 17 | 7 | 8 | 4 | 1 |

Retirement

CHHAs were asked to report their intention to retire prior to the next certification renewal (2 years). There were 804 (1.6%) CHHAs who indicated they intend to retire within this time frame.

Table 10 identifies the number of CHHAs who declared an intent to retire by age bracket.

Table 10: Intent to Retire According to Age

| Age | Number of CHHAs | Yes | No | DND |
|---------|-----------------|-------|----------|---------|
| | N=51,159 | N=804 | N=46,502 | N=3,853 |
| 0-18 | 3 | 0 | 2 | 1 |
| 19-25 | 1,202 | 19 | 1,098 | 85 |
| 26-35 | 5,337 | 101 | 4,801 | 435 |
| 36-45 | 10,223 | 138 | 9,308 | 777 |
| 46-55 | 14,170 | 143 | 12,975 | 1,052 |
| 56-65 | 14,487 | 184 | 13,205 | 1,098 |
| 66-75 | 5,146 | 192 | 4,594 | 360 |
| 76-85 | 567 | 25 | 501 | 41 |
| 86+ | 21 | 2 | 15 | 4 |
| Invalid | 3 | 0 | 3 | 0 |

Acknowledgements

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