

NEW JERSEY CNA DATA & ANALYSIS REPORT

(ADDENDUM)



2024

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**Certified Nursing Assistant Data and Analysis
(Addendum)**

New Jersey Collaborating Center for Nursing

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Special thanks to the **New Jersey Department of Human Services (NJ DHS), Division of Aging Services (DOAS)** for the funding of this project.
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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). *Certified Nursing Assistant Data and Analysis*. Newark, NJ; NJCCN.

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 Nursing Assistant Workforce

Introduction

A Certified Nursing Assistant (CNA) has completed a state-approved training program authorized by the New Jersey Department of Health (NJDOH) and passed a competency exam to become certified. CNAs work closely with registered nurses and licensed practical nurses to help patients with daily care tasks and basic medical needs. CNAs recertify every two years. A full description of requirements can be found on the NJDOH website: <https://www.nj.gov/health/healthfacilities/certification-licensing/nurse-aide-pc-assistant/apply/index.shtml>.

Methodology:

A CNA survey was developed by the New Jersey Collaborating Center for Nursing (NJCCN) in collaboration with the Essential Jobs Essential Care (EJEC) data committee and PHI. Once it was developed, it was then shared with the New Jersey Department of Human Services (NJDOH), Division of Aging Services to ensure that we were capturing key data points to better understand the CNA workforce. The survey was then translated into Spanish by The Language Bank at Rutgers University, School of Arts and Sciences.

NJCCN worked with PSI to obtain the home addresses of all CNAs in New Jersey. It was determined that the best method of distribution would be by mail since email addresses and phones frequently were inaccurate. The English survey was mailed on March 25, 2024 with a deadline of June 1, 2024. The Spanish version was distributed by a QR code in Qualtrics (<https://www.qualtrics.com>). NJCCN worked with colleagues at the New Jersey Hospital Association, Health Care Association of New Jersey and PHI to ensure that the CNAs were aware of this survey as well as employers to encourage participation. Reminders were sent out weekly. NJCCN also posted an advertisement on social media and their website during the survey period. Funding to support this project was provided by the NJDOH, Division of Aging Services with in-kind support from NJCCN for analysis.

After the initial report was issued, additional surveys were received. As a result, the addendum report was developed.

Surveys mailed back in English were entered into Qualtrics by NJCCN staff. Data was then cleaned and analyzed for this report using Excel and R for statistical computing and data visualization. Below is a summary of the survey returns.

	Original Report	Addendum Report
Total number of CNAs in NJ	27,603	120
Total number of valid surveys returned in English	2,327	117
Total number of valid surveys returned in Spanish	71	3
Total number of invalid/duplicate surveys	22	NA
Total number of survey unable to be delivered	922	NA
Percentage of valid surveys returned	8.7%	NA

Note¹: Not delivered as addressed, moved left no forward address, refused letter, no receptacle to put letter in, attempted person not known.

Specific facility/employer info was not collected in this anonymous survey. However, anyone who suspects facility non-compliance with state or federal requirements, including staffing ratios, can submit complaints directly to the Department of Health online here or by calling 1-800-792-9770.

CNA Employment/Certification Information

Table 1 shows the employment status of 120 survey respondents as a CNA. There were 86% of the respondents that are currently working as a CNA.

Table 1: Current Employment Status as CNA

CNA Status	N=120	%
Working as CNA	103	86
Not working as CNA	14	12
Retired	0	0
Missing	3	<1

Table 2 shows the other certifications held by CNAs. There were 27% of the respondents that are certified as a CHHA.

Table 2: Certifications Held by CNAs

Other Certification	N=120	%
CHHA (Certified Home Health Aide)	32	27
Medical Tech	6	5
Both	2	2
Other	22	18
None	51	40
Missing	7	6

Demographics

Table 3 describes the demographic characteristics of the 120 CNAs. CNA respondents are primarily female (90%), Black/African American (58%), and Non-Hispanic/Latino (73%). The median age of CNAs is 54, and 57% are between the ages of 46 to 65.

Table 3: CNA Demographic Characteristics

Gender	N=120	%
Female	108	90
Male	8	7
Non-Binary/Non-Conforming	0	0
Transgender	0	0
Prefer not to answer	1	<1
Missing	3	2
Race		
Black/African American	69	58
White	15	12
Asian	11	9
Native Hawaiian/Pacific Islander	2	2
American Indian/Alaska Native	0	0
Two or more races	7	6
Do not wish to disclose	8	7
Missing	8	7
Ethnicity		
Hispanic/Latino	17	14
Non-Hispanic/Latino	88	73
Prefer not to answer	4	3
Missing	11	9
Age		
19-25	2	2
26-35	7	6
36-45	21	17
46-55	34	28
56-65	35	29
66-75	8	7
76-85	0	0
86+	0	0
Missing	13	11

Training/Recertification

Table 4 shows the initial site where 120 CNA respondents were trained. There were 39% of the respondents that were trained at a vocational technical school and 31% at a nursing facility.

Table 4: Initial Training Background

Training Site	N=120	%
Vocational Technical School	47	39
At a Nursing Facility	37	31
Community College	17	14
High School	1	<1
Two or more	1	<1
Other	14	12
Missing	3	2

Based on the NJ Administrative Code 8:39 - 43.18, employers are responsible for payment of their initial certification within the guidelines set by code.

Table 5 shows the proportion of cost for both initial certification and recertification. There were 56% of the respondents who paid for their initial certification, and 68% who paid for their recertification cost.

Table 5: Initial/Recertification Cost

Proportion of Cost	N=120	%
Initial Certification		
All	67	56
Part	3	3
None	46	38
Missing	4	3
Recertification		
All	82	68
Part	3	3
None	30	25
Missing	5	4

Education

Table 6 describes the highest level of education held by 120 CNA respondents.

Table 6: Highest Level of Education

Highest Level of Education	N=120	%
Some High School	9	7
High School Diploma or GED	38	38
Some College	40	30
Associate Degree	15	10
Baccalaureate Degree	13	10
Advanced Degree	2	3
Missing	3	2

CNAs were asked if given the opportunity, would they further their education through advancement opportunities in healthcare. Of the total respondents, 91 indicated Yes. **Table 7** identifies those roles.

Table 7: Role Advancement

Role	N=91	%
LPN	28	31
RN	24	26
Medical Tech	7	8
Phlebotomist	2	2
CHHA	1	1
Two or more	19	21
Other	5	5
Missing	5	5

Employment Characteristics

Table 8 identifies the hourly rate distribution of CNAs. There were 100 CNAs who reported their hourly rate. The median hourly rate is \$21.

Table 8: Hourly Rate

Hourly Rate	N=100	%
Below \$16	1	1
\$16 - \$20	38	38
\$21 - \$25	49	49
\$26 - \$30	10	10
Above \$30	2	2

Note: This table includes hourly rates from all survey respondents, regardless of their employment status.

Table 9 describes the employment status of 120 CNAs. The majority of CNAs work full-time.

Table 9: Employment Status

Employment Status	N=120	%
Full-time	93	78
Part-time	11	9
Per diem	15	12
Live-in	0	0
Missing	1	<1

Note: Full-time is equivalent to 35 hours or greater per week.

Table 10 shows the number of positions employed as a CNA. There were 31% of the CNA respondents who indicated they had two or more jobs.

Table 10: Number of Positions Employed as a CNA

Number of Positions	N=120	%
1 position	72	60
2 positions	27	23
3 or more positions	10	8
Missing	11	9

Table 11 shows the shift distribution for CNA respondents. There were 12% of the CNA respondents who indicated they worked varied shifts.

Table 11: Shift Distribution

Shift	N=120	%
Days	47	39
Evenings	31	26
Nights	25	21
Varied Shifts	15	12
Missing	2	2

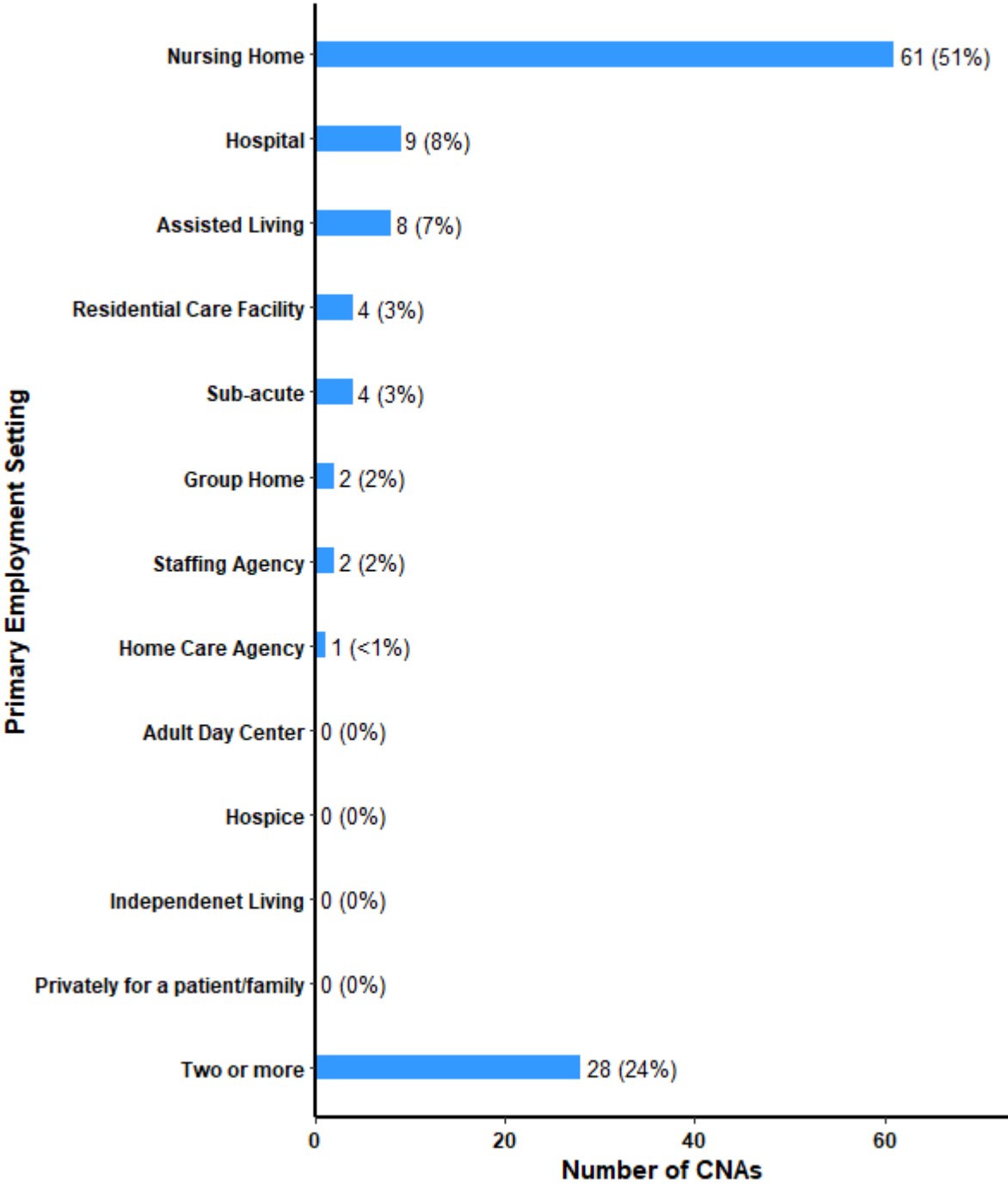
Table 12 shows the number of years they worked as a CNA. There were 61% of the respondents that worked eleven or more years as a CNA.

Table 12: Number of Years Worked as a CNA

Number of Years Worked	N=120	%
Less than one year	5	4
1 - 2 Years	8	7
3 - 5 Years	15	12
6 - 10 Years	18	15
11 - 20 Years	33	28
21 or More Years	40	33
Missing	1	<1

Figure 1 depicts 119 CNAs who reported their primary employment setting. There were 51% of the CNAs who worked at a nursing home, and 24% who selected two or more settings.

Figure 1: CNA Primary Employment Setting



*The 1 Missing/No data is excluded.

Table 13 shows the counties where 106 CNA respondents were employed.

Table 13: CNA County of Employment

Employment County	Number of CNAs	%
Atlantic	7	7
Bergen	33	31
Burlington	2	2
Camden	2	2
Cape May	1	1
Cumberland	3	3
Essex	9	8
Gloucester	3	3
Hudson	1	1
Hunterdon	1	1
Mercer	3	3
Middlesex	13	12
Monmouth	5	5
Morris	4	4
Ocean	8	7
Passaic	4	4
Salem	1	1
Somerset	4	4
Sussex	0	0
Union	1	1
Warren	1	1

The 14 missing/invalid data are excluded*

Table 14 shows the counties where 108 CNA respondents reside.

Table 14: CNA County of Residence

Employment County	Number of CNAs	%
Atlantic	7	6
Bergen	15	14
Burlington	1	1
Camden	4	4
Cape May	0	0
Cumberland	5	5
Essex	26	24
Gloucester	3	3
Hudson	1	1
Hunterdon	0	0
Mercer	3	3
Middlesex	9	8
Monmouth	6	5
Morris	2	2
Ocean	6	5
Passaic	6	5
Salem	1	1
Somerset	7	6
Sussex	1	1
Union	4	4
Warren	1	1

The 12 missing data are excluded*

Table 15 shows the reasons why CNAs have another job. There were 43 CNA respondents who indicated they have another job, and 40 provided the reason(s).

Table 15: Reasons for Another Job

Reasons	Frequency
Need the money	32
Can't get enough hours at any one job	6
Like the variety of jobs	5
Can't get health benefits	0

Note: Respondents were able to select more than one category.

Table 16 shows the number of CNAs who identified that they were employed in another state. There were 3 CNA respondents who indicated they were employed in another state.

Table 16: Employment in Another State

States	N=3
FL	1
MD	1
Missing	1

Occupational Hurdles

Table 17 shows the reasons why CNAs missed work.

Table 17: Reasons for Missing Work

Reasons	N=120	%
Transportation Problems		
Yes	13	11
No	96	80
Missing	11	9
Childcare Arrangements		
Yes	12	10
No	84	70
Missing	24	20
Caring for Others		
Yes	27	23
No	82	68
Missing	11	9

Table 18 shows the CNA respondents' concerns about their job.

Table 18: CNAs Concern About Job

Concerns	N=120	%
Personal Health and/or Safety		
Very Concerned	64	53
Somewhat Concerned	28	23
Not at all Concerned	20	17
Missing	8	7
Injuries From Lifting or Transferring		
Very Concerned	57	47
Somewhat Concerned	35	29
Not at all Concerned	15	13
Missing	13	11
Stress or Mental Health		
Very Concerned	59	49
Somewhat Concerned	31	26
Not at all Concerned	18	15
Missing	12	10

Benefit

CNAs were asked if benefits were offered at their facility. There were 102 respondents who selected Yes, and 96 of them selected one or more benefit choices. **Table 19** shows the frequency of choices selected by the 96 respondents.

Table 19: Benefits

Reasons	Frequency
Other paid time off, vacation and/or personal days	76
Paid Holidays	73
Paid sick leave	68
Health Insurance	64
Extra pay for working holidays	41
Retirement or pension plan	41
Tuition Reimbursement	21
Paid Transportation Assistance	1
Paid Childcare Assistance	1

Note: Respondents were able to select more than one category.

There were 48 (40%) of CNA respondents who reported they did not enroll in a health insurance plan, and 39 of them provided reasons. **Table 20** shows the reasons why 39 CNAs did not enroll.

Table 20: Reasons for not Enrolling in Insurance Plan

Reasons	N=39	%
Already covered by another health insurance plan	15	38
Too expensive	12	31
Covered by Medicaid or Medicare	5	13
Not eligible for health insurance	0	0
Don't need health insurance	0	0
Two or more	5	13
Other	2	5

Note: Respondents were able to select more than one category.

Language

CNAs were asked how well they speak English. **Table 21** shows the English proficiency reported by 120 CNAs.

Table 21: English Proficiency

English Proficiency	N=120	%
Very Well	88	73
Well	27	23
Not Well	2	2
Not at all	0	0
Missing	3	2

There were 61 CNA respondents who reported that they spoke a language other than English at home. **Table 22** shows there were 59 out of 61 CNAs who identified a language.

Table 22: Other Language Spoken at Home

Language	N=59	%
Spanish	12	20
Haitian-Creole	13	22
Tagalog	8	14
Hindi	1	2
Arabic	1	2
Polish	0	0
Portuguese	0	0
Russian	0	0
Korean	0	0
Chinese	0	0
Gujarati	0	0
Italian	0	0
Two or more	5	8
Other	19	32

Retirement

CNAs were asked to report their intention to retire or change careers in the next 2 years. There were 113 (94%) CNAs who responded to the question. There were 47 (42%) who indicated they intend to retire or change careers within this time frame.

Table 23 identifies the number of CNAs who declared an intent to retire by age bracket.

Table 23: Intent to Retire According to Age

Age	Number of CNAs	Yes	No	DND
	N=120	N=47	N=66	N=7
19-25	2	2	0	0
26-35	7	2	5	0
36-45	21	12	9	0
46-55	34	15	17	2
56-65	35	8	26	1
66-75	8	4	3	1
76-85	0	0	0	0
86+	0	0	0	0
Missing	13	4	6	3

Note: DND signifies did not disclose.

Appendix A

1. Are you currently working as a certified nursing assistant (CNA)?
 - Yes, I am currently working as a CNA
 - No, I am not currently working as a CNA
 - No, Retired
2. How long have you worked as a CNA?
 - Less than 1 year
 - 1-2 years
 - 3-5 years
 - 6-10 years
 - 11-20 years
 - 21 + years
3. Where did you receive your CNA training?
 - At a nursing facility
 - Vocational Technical School
 - Community College
 - High School
 - Other: _____
4. How much of the CNA training costs did you have to pay?
 - All
 - Part
 - None
5. How much of the recertification costs did you have to pay?
 - All
 - Part
 - None
6. What is your MAIN CNA job?
 - Adult day center
 - Assisted living
 - Group home
 - Hospice
 - Home Care Agency
 - Staffing agency
 - Independent living
 - Nursing home
 - Residential Care Facility
 - Sub-acute
 - Hospital
 - Working privately for a patient family
7. How much are you paid per hour at your MAIN CNA job? \$ _____
8. What is your employment status at your MAIN CNA job?
 - Full time (35 hrs. + weekly)
 - Part time (less than 35 hrs.)
 - Per Diem/On Call/as needed
 - Live In
9. Are benefits offered at your facility?
 - Yes
 - No

If yes, which benefits? (Check all that apply)

- Paid sick leave
 - Paid Holidays
 - Other paid time off, vacation and or personal days
 - Paid transportation assistance
 - Retirement or pension plan
 - Tuition reimbursement
 - Extra pay for working holidays
 - Paid childcare assistance
 - Health Insurance
10. Are you currently participating in a health insurance plan?
 - Yes
 - No

If No, why not?

 - Too expensive
 - Already covered by another health insurance plan
 - Covered by Medicaid or Medicare
 - Other: _____
 - Don't need health insurance
 - Not eligible for health insurance
 11. Do you have another job?
 - Yes
 - No

If yes, what is the reason?

 - Need the money
 - Can't get enough hours at any one job
 - Like the variety of jobs
 - Can't get health benefits
 12. In how many positions are you currently employed as a CNA?
 - 1
 - 2
 - 3 or more
 13. What shift do you PRIMARILY work?
 - Days
 - Evenings
 - Nights
 14. Please indicate if you have missed work in the past month for any of these reasons:
 - Transportation Problems:**
 - Yes
 - No
 - Childcare Arrangements:**
 - Yes
 - No
 - Caring for a family/relative/friend with a disability or health problem**
 - Yes
 - No

Appendix A

15. How concerned you are in general about the following with your main CNA job:

-My personal health and/or safety:

- Very concerned Somewhat concerned Not at all concerned

-Injuries from lifting or transferring:

- Very concerned Somewhat concerned Not at all concerned

-My stress or mental health:

- Very Concerned Somewhat concerned Not at all concerned

16. Are you working as a CNA in another state (other than New Jersey)

- Yes No

If yes, which state: _____

17. Where do you work for your Main employment?

Zip Code _____ County: _____

18. Where do you live?

Zip Code: _____ County: _____

19. What is your gender?

- Male Female
 Non-Binary/Non-Conforming Transgender
 Prefer not to answer

20. Please indicate from which country you are originally from:

- Africa: _____ South America: _____
 Asia: _____ Central America: _____
 Europe: _____ Caribbean Island: _____
 North America: _____

21. If you are NOT originally from the United States what type of work did you do in your home country?

- Please identify: _____
 I did not work

22. Are you of Hispanic or Latino origin?

- Yes No Prefer not to answer

23. Which race best describes you?

- America Indian or Alaskan Native White
 Asian Native Hawaiian or other Pacific Islander
 Black/African American Two or more races
 Do not wish to disclose

24. In what year were you born? _____

25. Do you speak another language other than English at home?

- Yes No

If Yes, What is the primary language?

- Arabic Italian Portuguese
 Haitian Creole Korean Russian
 Gujarati Spanish
 Hindi Polish Other
 Chinese Tagalog

26. How well do you speak English?

- Very well Not Well
 Well Not at all

27. What is your highest level of education?

- Some High School Associate Degree
 High School diploma or GED Baccalaureate Degree
 Some College Advanced Degree

28. Do you plan to retire or change careers in the next two years?

- Yes No

29. What other certifications do you hold?

- CHHA None
 Medical Tech Other: _____

30. If given the opportunity would you further your education in the health care field?

- Yes No

If yes, which options would you be interested in?

- Medical Tech RN
 Phlebotomist CHHA
 LPN Other: _____

Please share your email address for future communication. (Optional)

Email: _____

Acknowledgements

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