



2026
New Jersey
Certified Home Health Aide
Data & Analysis Report



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. (2026). *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.

- 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 (N.J.A.C. 13:37-14.5).
- 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 (N.J.A.C. 13:37-6.4(c)).

New Jersey CHHA Data

The data for this report were acquired from the 2025 New Jersey Board of Nursing (NJBON) Certified Home Health Aide certification renewal survey. There are 69,310 active CHHAs, and 64,350 completed the renewal survey in 2025. CHHAs renew their certification every two years on odd number years, so these data represent 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% increase in the number of CHHAs since 2017, with a notable increase of more than 35% since 2023.

Table 1: Number of Active Certified Home Health Aides 2017-2025

2017	2019	2021	2023	2025
60,343	52,179	50,416	51,183	69,310

Table 2 lists the number of years since the CHHAs received their licenses.

Table 2: Years Since License Issuance

Number of Years Since License Issuance	N=64,350	%
0-5	31,751	49
6-10	12,588	20
11-15	8,937	14
16-20	4,763	7
21-25	3,509	5
26-30	1,832	3
30+	970	2

Demographics

Table 3 describes the demographic characteristics of the CHHAs. New Jersey’s CHHAs are primarily female, Black/African American. The average age of CHHAs is 49.9.

Table 3: CHHA Demographic Characteristics

Gender	N=64,350	%
Female	58,985	92
Male	5,359	8
Missing/Invalid	6	<1
Race		
Black/African American	26,693	41
White	9,023	14
Asian	6,281	10
American Indian/Alaska Native	289	<1
Native Hawaiian/Pacific Islander	224	<1
Two or more races	306	<1
Unknown*	444	<1
Missing/No Data	21,090	33
Ethnicity		
Hispanic/Latino	21,564	34
Non-Hispanic/Latino	35,978	56
Missing/No Data	6,808	11
Age		
0-18	17	<1
19-25	2,129	3
26-35	7,667	12
36-45	13,367	21
46-55	17,397	27
56-65	16,892	26
66-75	6,235	10
76-85	616	<1
Invalid	30	<1

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

Education

Table 4 describes the highest level of education held by 64,350 CHHAs.

Table 4: Highest Level of Education

Highest Level of Education	N=64,350	%
Some High School Education	10,964	17
High School Diploma or GED	21,259	33
Some College Education	9,147	14
Associate Degree	2,718	4
Baccalaureate Degree	3,368	5
Advanced Degree	959	1
Missing/No Data	15,935	25

Employment Characteristics

Table 5 shows the number of years worked as a CHHA.

Table 5: Number of Years Worked as a CHHA

Number of Years Worked	N=64,350	%
Less than one year	9,647	15
1 - 2 Years	14,508	23
3 - 5 Years	10,851	17
6 - 10 Years	11,099	17
11 - 15 Years	6,674	10
16 - 20 Years	3,855	6
21 or More Years	3,368	5
Mission/No Data	4,348	7

Table 6 shows the number of positions employed as a CHHA. There were 15% of the CHHAs who indicated they had two or more jobs.

Table 6: Number of Positions Employed as a CHHA

Number of Positions	N=64,350	%
1 position	49,048	76
2 positions	7,492	12
3 or more positions	2,041	3
Mission/No Data	5,769	9

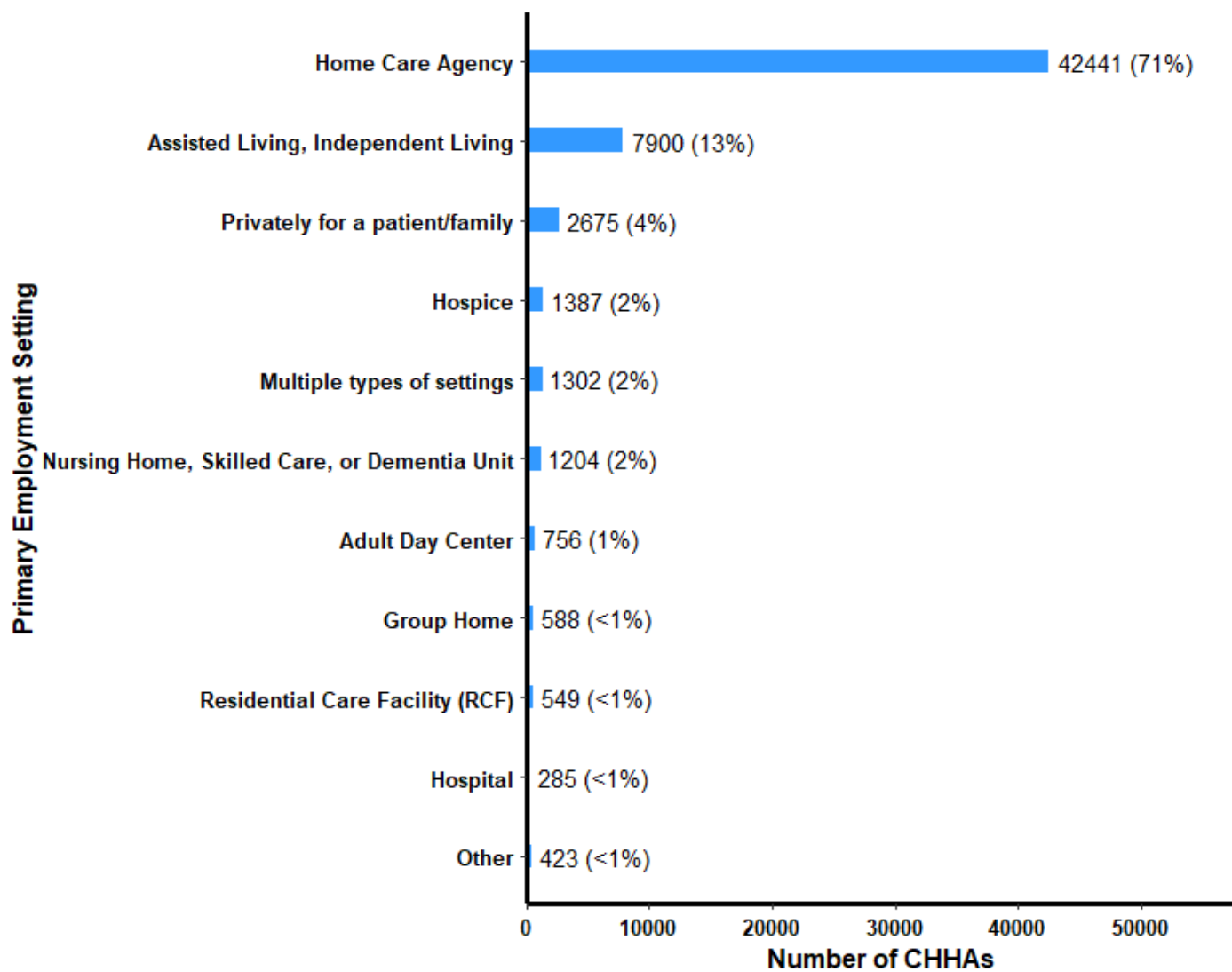
Table 7 describes the employment status of the 64,350 CHHAs. Less than half of the CHHAs work full-time.

Table 7: Employment Status

Employment Status	N=64,350	%
Full-time	30,935	48
Part-time	22,088	34
Per diem	3,250	5
Unemployed	1,917	3
Live-in	1,036	2
Retired	85	<1
Other	764	1
Medical/Health Issue (n=58)		
Working in Other Field (n=49)		
Disability (n=27)		
Seeking Employment (n=39)		
Self-employment (n=19)		
Unknown (n=572)		
Missing/No Data	4,275	7

Figure 1 depicts 59,510 (92%) of the 64,350 CHHAs who reported their primary employment setting. The majority of CHHAs work at a home care agency.

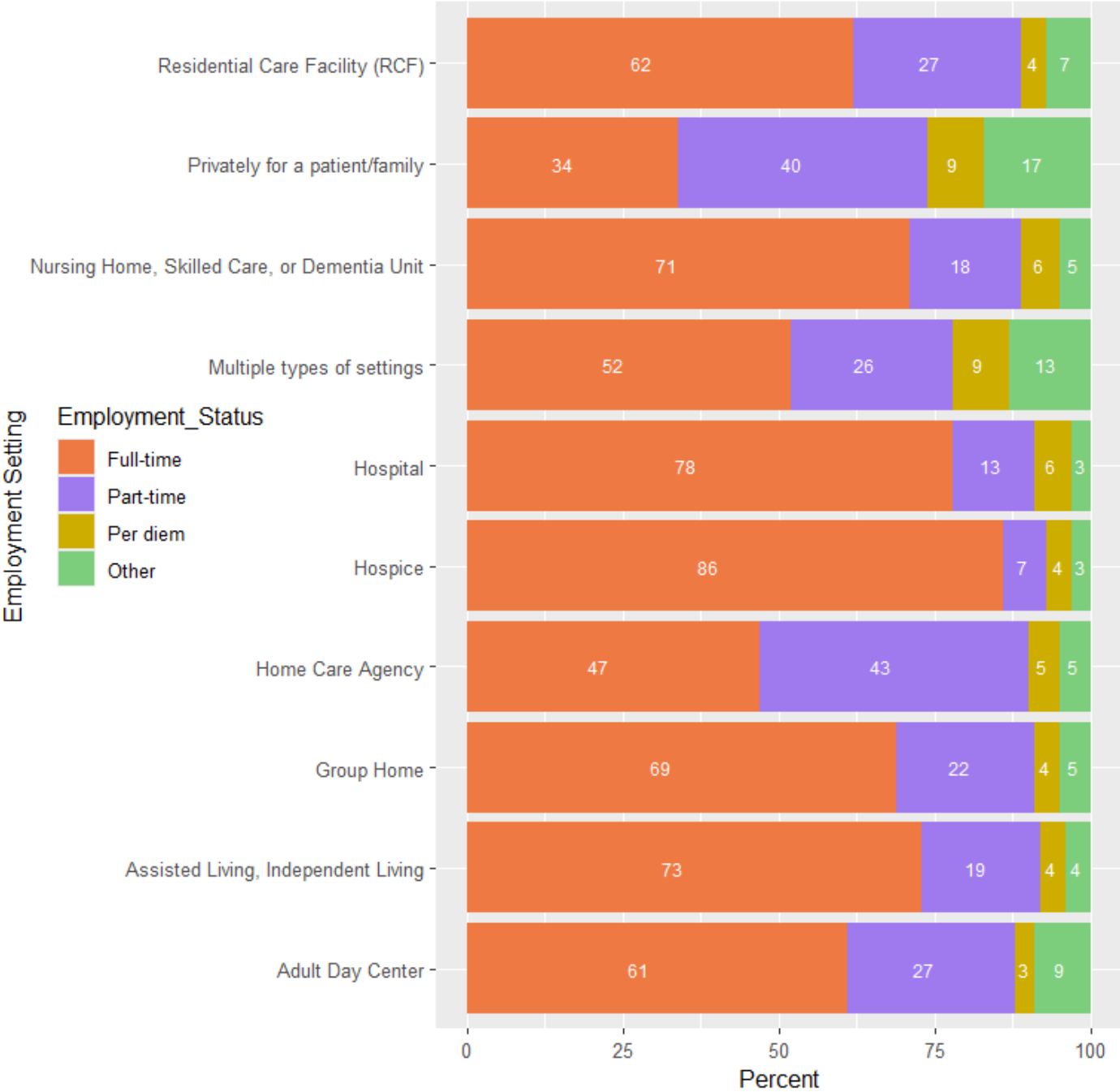
Figure 1: CHHA Primary Employment Setting



Note: The 4,840 Missing/No data are excluded.

Figure 2 shows the percentage of CHHA employment status varies by employment setting. According to the figure, 47% of CHHAs who work for a home care agency worked full-time, and 43% worked part-time. The data represent 55,469 CHHAs who reported their employment setting and employment status.

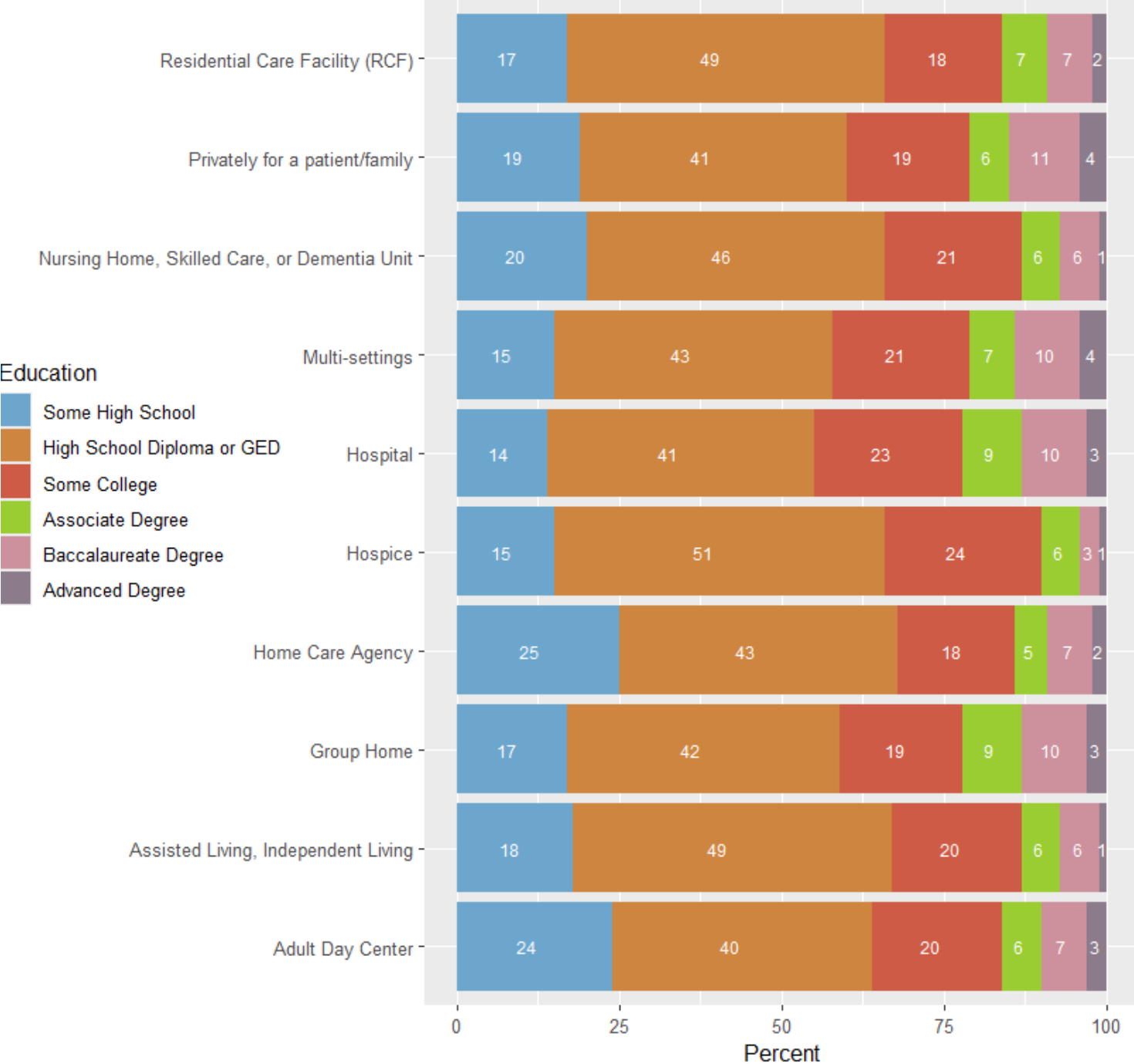
Figure 2: CHHA Employment Status per Setting



Note: The 8,881 Missing/No data are excluded.

(New) **Figure 3** shows the percentage of CHHA education level per employment setting. The data represent 47,156 CHHAs who reported their employment setting and education level.

Figure 3: CHHA Education Level per Setting



Note: The 17,194 Missing/No data are excluded.

(New) **Table 8** shows the number of CHHAs who reside in each county and the top three counties (in percent) where CHHAs were employed.

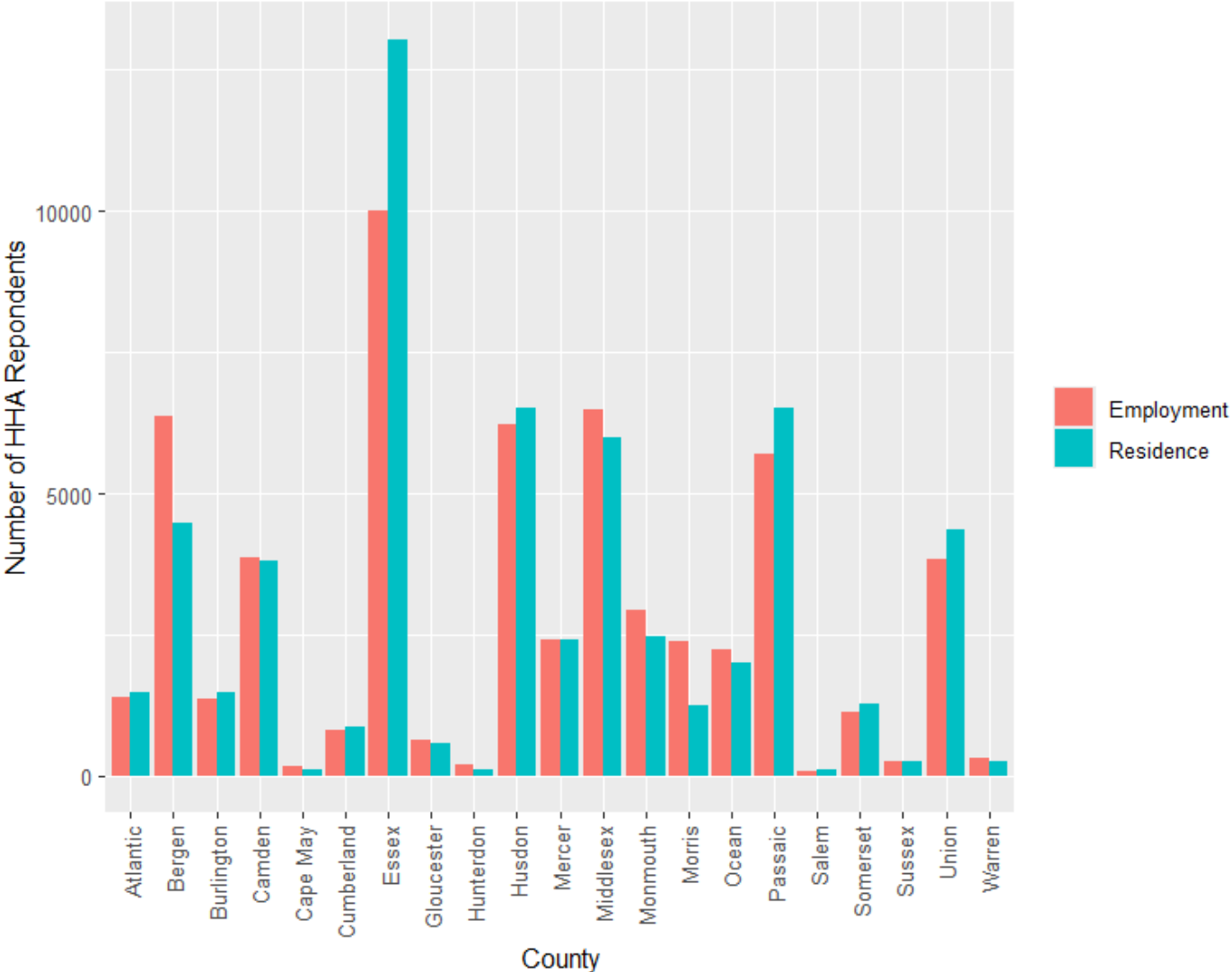
Table 8: CHHA Top Employment Counties

Home County # of CHHAs	Top Employment Counties			
	Top 1 (%)	Top 2 (%)	Top 3 (%)	
Atlantic	1,478	Atlantic (89)	Cape May (3)	Ocean (2)
Bergen	4,469	Bergen (89)	Passaic (4)	Hudson (2)
Burlington	1,475	Burlington (72)	Camden (11)	Mercer (6)
Camden	3,818	Camden (90)	Burlington (4)	Gloucester (3)
Cape May	108	Cape May (94)	Atlantic (4)	Burlington (1)
Cumberland	858	Cumberland (87)	Gloucester (3)	Cape May (3)
Essex	13,037	Essex (70)	Morris (6)	Bergen (6)
Gloucester	593	Gloucester (69)	Camden (18)	Burlington (4)
Hudson	6,509	Hudson (90)	Bergen (4)	Essex (1)
Hunterdon	104	Hunterdon (68)	Somerset (13)	Warren (4)
Mercer	2,416	Mercer (85)	Middlesex (8)	Burlington (2)
Middlesex	5,981	Middlesex (85)	Monmouth (4)	Somerset (2)
Monmouth	2,475	Monmouth (88)	Middlesex (4)	Ocean (4)
Morris	1,240	Morris (84)	Bergen (3)	Essex (3)
Ocean	2,003	Ocean (89)	Monmouth (7)	Middlesex (1)
Passaic	6,515	Passaic (78)	Bergen (16)	Essex (2)
Salem	103	Salem (51)	Gloucester (19)	Cumberland (12)
Somerset	1,290	Somerset (46)	Middlesex (29)	Union (4)
Sussex	251	Sussex (64)	Morris (19)	Passaic (5)
Union	4,366	Union (67)	Essex (10)	Essex (10)
Warren	270	Warren (68)	Morris (11)	Hunterdon (6)

Figure 4 compares the number of CHHAs working and residing in each of the 21 counties. There were 59,037 CHHAs who reported their county of employment, and 59,985 CHHAs reported their county of residence.

Although the majority of CHHAs work in the county they reside, the data reveal 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 4: Comparison where CHHAs work and reside



Note: The 4,365 county of residence and 5,313 county of employment missing data are excluded.

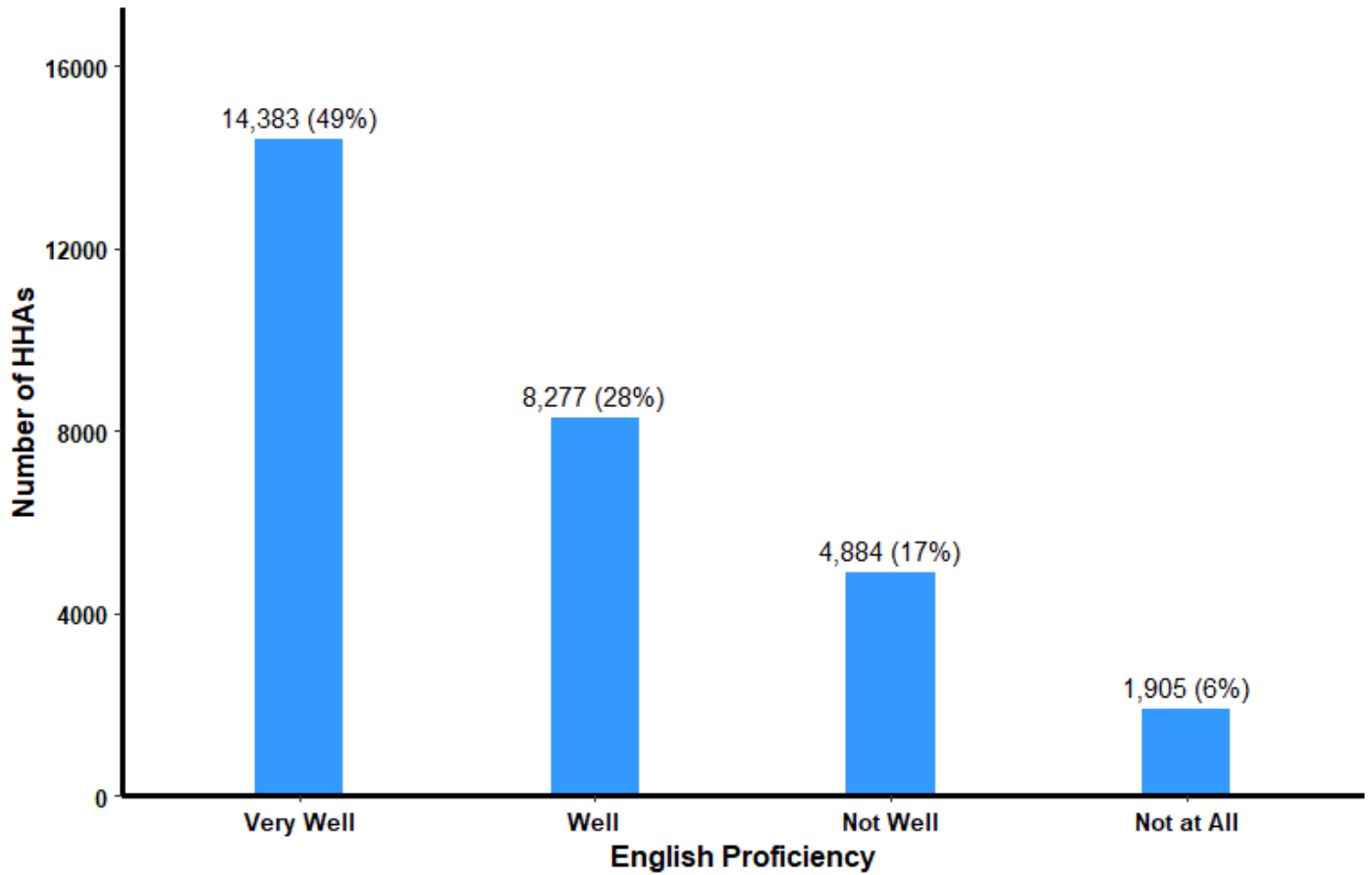
Bergen has more CHHAs working there than residing there: 758 were residing in Essex, 281 were residing in Hudson, and 1,026 were residing in Passaic.

Essex has more CHHAs residing there than working there: 758 were working in Bergen, 821 were working in Morris, 281 were working in Passiac, and 651 were working in Union.

Language

Figure 5 illustrates English proficiency as reported by 29,449 CHHAs.

Figure 5: CHHAs English Proficiency



Note: The 34,901 Missing/No data are excluded.

The CHHAs were asked if they speak a language other than English at home. **Table 9** shows 42,628 (66%) out of 64,350 CHHAs indicated that they spoke a language other than English at home.

Table 9: Other Language Spoken at Home

Language	N=42,628	%
Spanish	20,882	49
Haitian-Creole	7,742	18
Russian	1,546	4
Akan (Twi/Fante)	1,433	3
Chinese	930	2
Arabic	881	2
Korean	848	2
Tagalog	821	2
French	496	1
Hindi (Indian language)	496	1
Yoruba	485	1
Bengali	395	<1
Gujarati (Indian language)	352	<1
Igbo (Nigerian language)	265	<1
Swahili	173	<1
Vietnamese	125	<1
Ukrainian	117	<1
Polish	104	<1
Italian	77	<1
Krio	73	<1
Portuguese	65	<1
Ga	61	<1
Hausa	49	<1
Ewe	48	<1
Two or more*	3,212	8
Other	952	2

The 21,722 Missing/No data are excluded.

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

Note 2: Akan, Bengali, Ewe, French, Ga, Hausa, Igbo, Krio, Swahili, Ukrainian, Vietnamese, and Yoruba are not in the survey question, but they were written in by the CHHAs.

Table 10, Table 11, and Table 12 show the number of CHHAs who speak a language other than English at home by county of residence.

Table 10: Other Language Spoken at Home by County

County of Residence	Spanish N=20,577	Haitian Creole N=7,615	Russian N=1,510	Akan (Twi/Fante) N=1,367	Chinese N=882	Arabic N=862
Atlantic	515	205	9	38	4	11
Bergen	1,632	54	366	104	61	50
Burlington	121	214	24	67	8	5
Camden	1,967	98	51	49	9	6
Cape May	7	1	1	1	0	0
Cumberland	468	17	20	6	1	0
Essex	2,063	3,210	73	447	35	29
Gloucester	87	40	7	17	1	2
Hudson	4,382	209	48	14	15	542
Hunterdon	11	4	6	1	3	1
Mercer	310	607	44	73	103	2
Middlesex	1,727	171	330	262	299	81
Monmouth	201	916	170	23	60	16
Morris	352	32	56	16	115	9
Ocean	363	233	58	37	10	5
Passaic	4,543	96	84	30	10	84
Salem	19	7	1	2	0	0
Somerset	221	41	81	56	110	9
Sussex	62	10	3	3	1	0
Union	1,475	1,424	75	111	36	7
Warren	51	26	3	10	1	3

Table 11: Other Language Spoken at Home by County (Cont.)

County of Residence	Korean N=837	Tagalog N=808	French N=482	Yoruba N=483	Hindi N=480	Bengali N=393	Gujarati N=340	Igbo N=263	Swahili N=169
Atlantic	1	33	8	2	12	34	2	1	1
Bergen	707	12	15	11	39	7	18	9	14
Burlington	4	123	15	17	8	3	2	10	2
Camden	7	16	15	19	7	6	1	8	2
Cape May	0	21	0	0	0	0	0	0	0
Cumberland	0	0	1	0	2	0	0	0	0
Essex	9	1	263	316	16	9	6	135	35
Gloucester	1	58	2	6	3	2	0	3	1
Hudson	9	7	34	3	53	3	26	2	20
Hunterdon	0	175	1	1	2	0	0	2	1
Mercer	4	11	32	14	16	1	10	10	5
Middlesex	53	13	21	39	230	3	179	23	30
Monmouth	7	75	14	0	18	5	5	5	2
Morris	9	23	6	2	15	3	36	2	5
Ocean	3	68	7	12	4	3	2	9	2
Passaic	10	64	6	2	22	308	24	0	8
Salem	0	28	0	0	0	0	0	0	0
Somerset	7	1	11	6	21	0	23	8	16
Sussex	3	26	3	0	2	0	0	0	2
Union	2	8	27	30	10	6	5	34	20
Warren	1	45	1	3	0	0	1	2	3

Table 12: Other Language Spoken at Home by County (Cont.)

County of Residence	Vietnamese N=123	Ukrainian N=115	Polish N=103	Italian N=73	Krio N=71	Portuguese N=64	Ga N=55	Hausa N=49	Ewe N=45
Atlantic	1	0	1	2	0	0	1	0	0
Bergen	2	22	17	3	3	8	2	0	0
Burlington	3	6	0	4	11	2	4	1	0
Camden	88	1	2	4	7	0	3	1	5
Cape May	0	0	0	1	0	0	0	0	0
Cumberland	0	0	0	1	1	0	0	0	0
Essex	2	6	3	20	1	9	28	27	21
Gloucester	1	0	2	0	0	0	1	1	1
Hudson	20	6	1	1	2	1	2	3	0
Hunterdon	0	1	3	1	0	0	0	0	0
Mercer	0	5	3	3	4	1	2	1	1
Middlesex	5	20	19	10	16	7	5	2	9
Monmouth	1	5	10	2	2	6	0	1	1
Morris	0	1	3	3	0	4	0	1	1
Ocean	0	5	9	7	1	6	0	0	0
Passaic	0	13	12	5	0	2	0	0	0
Salem	0	0	0	0	0	0	0	0	0
Somerset	0	10	4	3	21	0	2	4	0
Sussex	0	0	5	0	0	1	1	1	0
Union	0	11	8	3	2	16	3	5	5
Warren	0	3	1	0	0	1	1	1	1

Retirement

CHHAs were asked to report their intention to retire prior to the next certification renewal (2 years). There were 847 (1.3%) CHHAs who indicated they intend to retire within this time frame.

Table 13 identifies the number of CHHAs who declared an intent to retire by age bracket.

Table 13: Intent to Retire According to Age

Age	Number of CHHAs	Yes	No	DND
	N=64,350	N=847	N=58,963	N=4,510
0-18	17	0	14	3
19-25	2,129	20	1,912	197
26-35	7,667	114	6,881	672
36-45	13,367	168	12,185	1,014
46-55	17,397	154	16,039	1,204
56-65	16,892	181	15,644	1,067
66-75	6,235	196	5,716	323
76-85	616	14	572	30
Invalid	30	NA	NA	NA

Note: DND = Did Not Disclose

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