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Understanding New Jersey's Certified Home Health Aide (CHHA) Workforce

What the survey shows

The survey highlights both the strengths and challenges of New Jersey's home care workforce. While the number of CHHAs has grown substantially and the workforce is highly diverse and multilingual, many aides continue to work part-time or hold multiple jobs, underscoring the need for policies that support recruitment, retention, and job quality.

There are now

69,310

active CHHAs in New Jersey

This represents a 35% increase since 2023.
New Jersey added more than 18,000 certified home health aides in just two years.



New Jersey's home care workforce reflects its diverse communities.

92%	49.9	41%	34%
Women	Average Age	Black	Hispanic/Latino

Certified Home Health Aides (CHHAs) provide essential, hands-on care that enables older adults and people with disabilities to live safely and independently in their homes.

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Certified Home Health Aide (CHHA) Workforce in NJ

1. 69,310 active CHHAs
2. 92% Women
3. Average Age: 49.9
4. 41% Black
5. 34% Hispanic/Latino

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Understanding New Jersey's Certified Home Health Aide Workforce

Certified Home Health Aides (CHHAs) provide essential, hands-on care that enables older adults and people with disabilities to live safely and independently in their homes.

Language & Community

2 in 3

CHHAs speak a language other than English at home.

Supporting this workforce means improving access to culturally and linguistically appropriate care statewide.

MOST COMMON LANGUAGES

Spanish, Haitian Creole, Russian, Akan (Twi/Fante), Chinese, Arabic, Korean, & Tagalog.

Employment & Job Quality

Less than half of CHHAs report full-time employment.

48%	34%	5%	15%
Work Full-Time	Work Part-Time	Per Diem	Work 2 or more CHHA jobs

A rapidly expanding workforce needs strong retention strategies.

49%

licensed within the last 5 years.