2024

Home Health Aide Data & Analysis

NEW JERSEY COLLABORATING CENTER

NJCCN

for nursing

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) CHHA certification renewal survey. CHHAs renew their certification every two years, and the renewal survey is required, so this data represents all active CHHAs in New Jersey. There were 51,159 CHHAs renewed their certification in December 2023.

Table 1 lists the number of active CHHAs with CHHA certification. 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	51,159

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	17,295	34
	Non-Hispanic/Latino	28,237	55
	Missing/No Data	5,627	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 entered their country of origin.

Education

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

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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

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Employment Characteristics

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

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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

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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 positions	1,839	4
Mission/No Data	4,732	9

Table 6 shows the number of years working 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
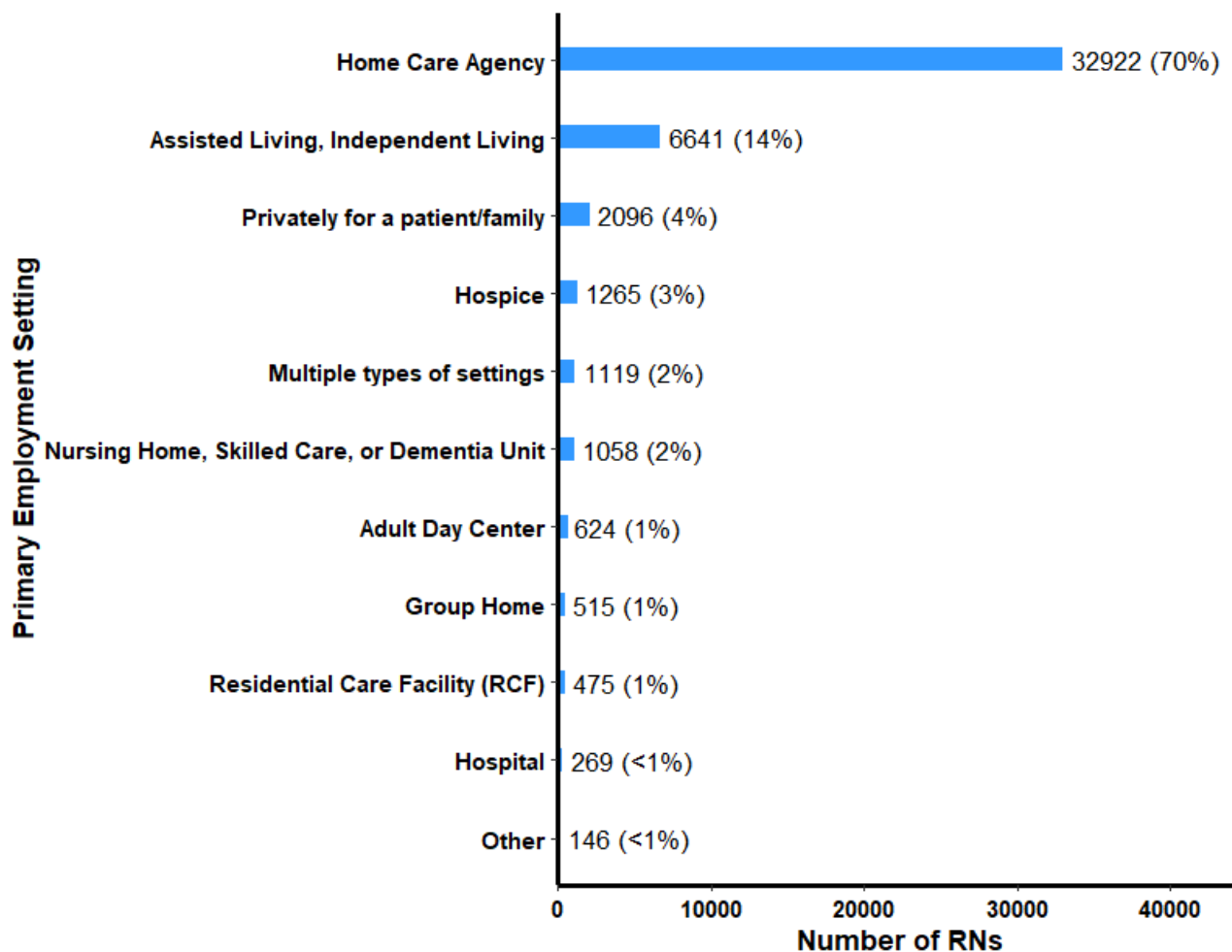
*The 4,029 Missing/No data are excluded

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.
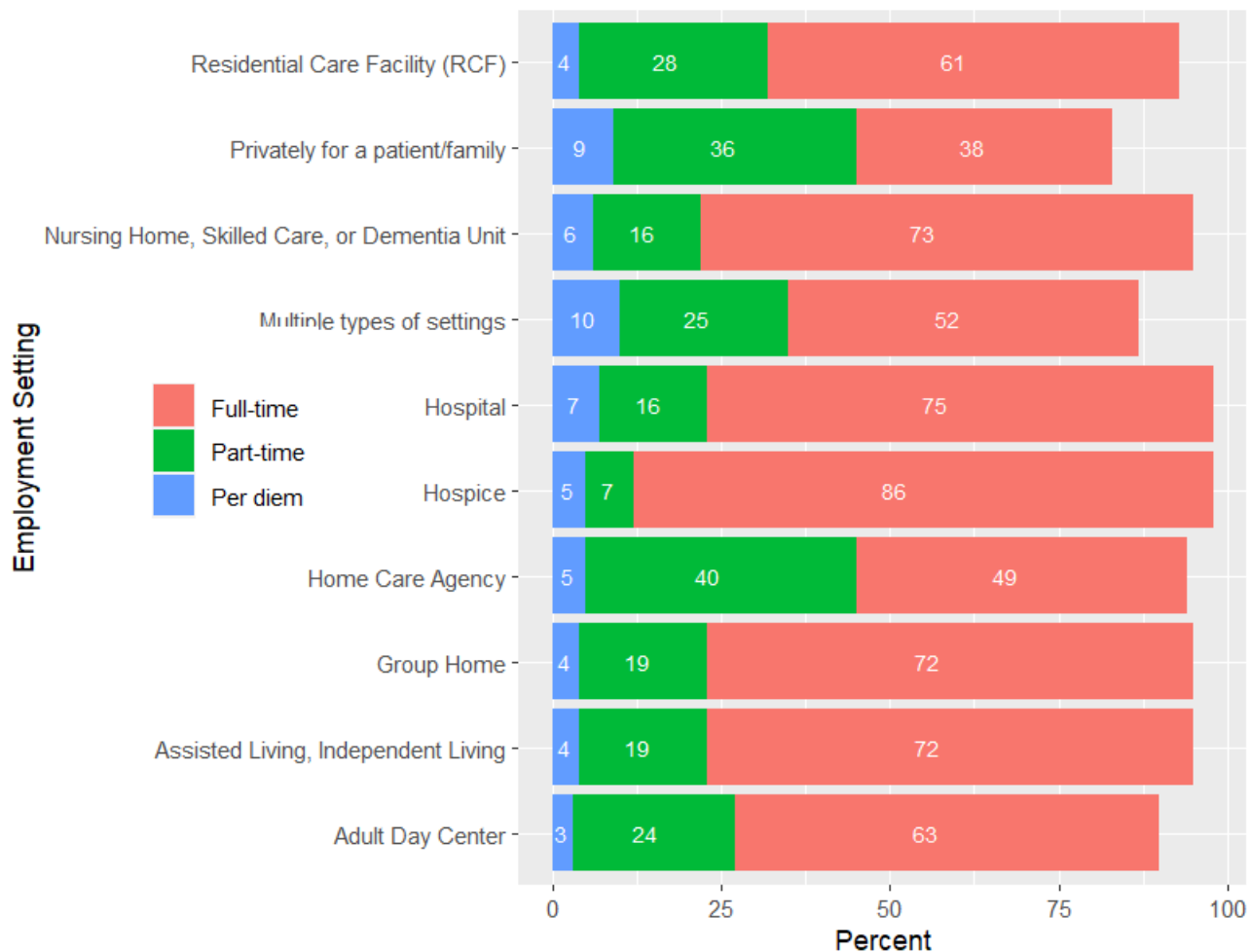
**Figure 2:** CHHA Employment Status per Setting

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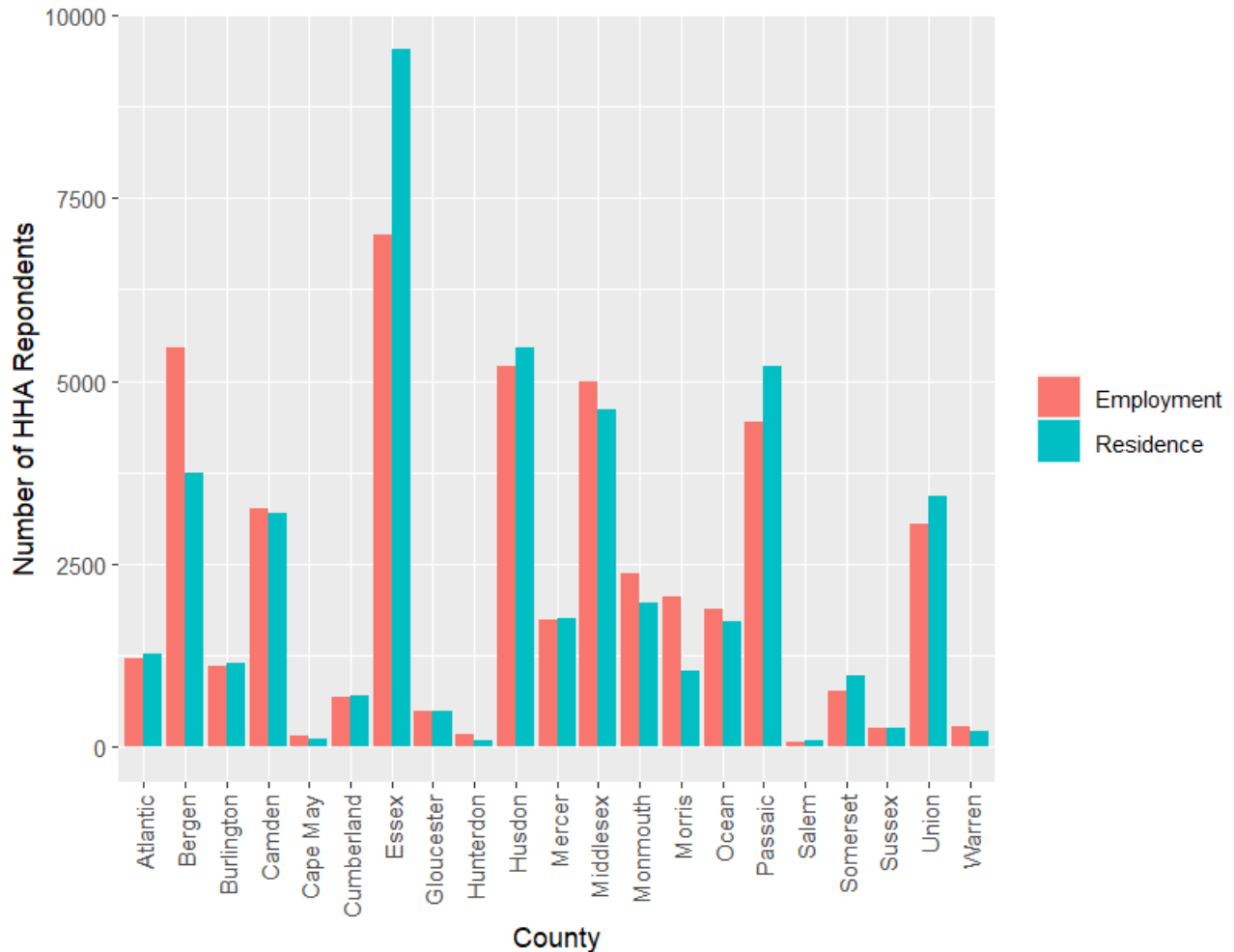
*The 4,592 county of employment and 4,207 county of residence missing are excluded

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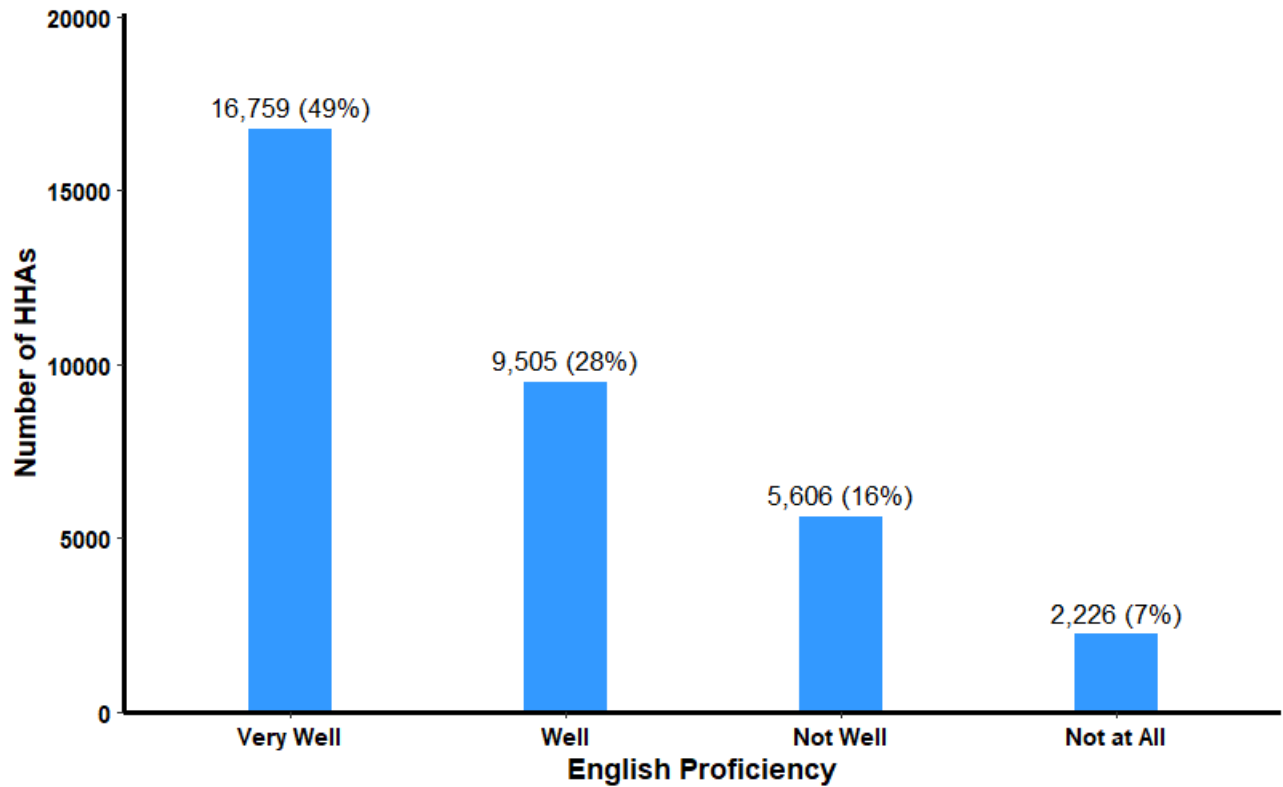
*The 17,063 Missing/No data are excluded.

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.

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	Arabic	French	Hindi	Gujarati	Igbo	Vietnamese
	N=696	N=663	N=439	N=313	N=294	N=199	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

References

NJ Stat. §§ 45:11-52 (1947 & amended 2020).
https://www.njconsumeraffairs.gov/Statutes/nursinglaw.pdf

Acknowledgements

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