# Essential Jobs, Essential Care:
## Understanding New Jersey's Certified Home Health Aide Workforce

*(Source: 2026 NJCCN CHHA Data & Analysis Report)*



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. They assist with activities of daily living, such as bathing, dressing, meal preparation, medication reminders, and other supportive services under the supervision of a registered nurse. In New Jersey, becoming a CHHA requires completing a state-approved training program, passing a competency evaluation, undergoing a criminal background check, and obtaining certification through the New Jersey Board of Nursing.

To better understand this vital workforce, the New Jersey Collaborating Center for Nursing (NJCCN) published its third statewide Certified Home Health Aide data analysis report in 2026. The survey was completed by New Jersey's actively certified CHHAs at certification renewal to gather information about their demographics, employment, education, and career experiences. The findings provide valuable insight into the characteristics of New Jersey's home care workforce and help inform policies and investments needed to strengthen this essential profession.

### 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 |

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## 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.**

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Read the full **Certified Home Health Aide Data and Analysis Report** and learn more about efforts to strengthen the direct care workforce and improve care for older adults and people with disabilities at **www.EssentialJobsNJ.org**.

**Essential Jobs, Essential Care NJ** (EJEC NJ) brings together a diverse coalition of health care providers, consumer advocates, workforce organizations, labor representatives, and policymakers. Together, we are collaborating to build a stronger direct care workforce and to ensure better care for New Jersey's older adults and people with disabilities.

Essential Jobs Essential Care™ NEW JERSEY COALITION

NEW JERSEY COLLABORATING CENTER NJCCN for nursing

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