

2022

Home Health Aide Data & Analysis



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. (2022). *Home Health Aide Data and Analysis*.

Newark, NJ; NJCCN.

<https://www.njccn.org/home-health-aide-data-and-analysis>

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.

Home Health Aide Workforce

A home health aide (HHA) is defined by the New Jersey (NJ) Board of Nursing (BON) as a person “who is employed by a home care services agency and who is performing delegated nursing regimens or nursing tasks delegated through the authority of a duly licensed registered professional nurse” (NJ Stat. 45 §§ 11-23(c)). For older adults and individuals with disabilities, chronic illnesses, or cognitive impairment, HHAs provide hands-on patient care related to activities of daily living.

New Jersey Collaborating Center for Nursing (NJCCN) obtained the HHA data from the 2021 NJBON HHA certification renewal survey. Table 1 lists the current number of active HHAs, with HHA certification, and the change in this workforce from 2017 to present demonstrates a 16.5% reduction in workforce.

Table 1: Home Health Aides

	2017/2018	2019/2020	2021/2022	% Change
Home Health Aides	60,343	52,179	50,416	-16.5%

Demographics

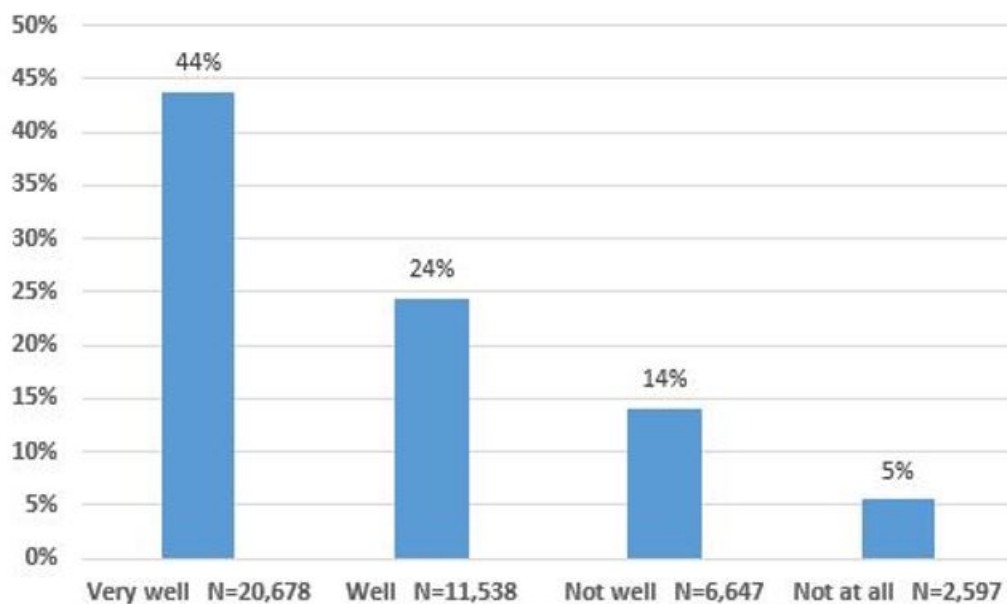
Table 2 describes the demographic characteristics of the HHA respondents. NJ's HHAs are primarily female, Black/African American, and have high school diploma or GED. The average age of HHAs were 51.5 and ranged in age from 18 to 92 years. They have worked an average of 8.65 years as a HHA.

Table 2: HHA Demographic Characteristics

Gender		N=47,276	%
	Female	44,321	94
	Male	2,955	6
Race			
	Asian	3,785	8
	Black/African American	18,465	39
	White/Caucasian	6,976	15
	American Indian/Alaska Native	247	1
	Native Hawaiian/Pacific Islander	192	0
	2+ Races	239	1
	Missing/No Data	17,372	37
Ethnicity			
	Hispanic/ Latino	14,202	30
	Non-Hispanic/Latino	24,409	52
	Missing Data	8,665	18
Highest Level of Education			
	Some High School Education	8,603	18
	High School graduate or GED	18,656	39
	Some College Education	8,338	18
	Associate Degree	2,420	5
	Baccalaureate Degree	2,733	6
	Advanced Degree	652	1
	Missing/No Data	5,874	12

The HHAs were also asked if they speak a language other than English at home. There were 20,936 HHAs (29%) who indicated that they spoke a language other than English at home and the majority (30%) spoke Spanish. **Figure 1** illustrates how proficient the HHAs believe they are in speaking English.

Figure 1: HHA English Proficiency



*The 5,816 (13%) Missing/No data.

Employment Characteristics

Table 3 describes the employment status of the 47,276 HHAs who responded to the survey and reported their employment status. The majority of HHA respondents work full-time and 7,476 HHAs (16%) indicated they had two or more jobs.

Table 3: Home Health Aide Employment Status

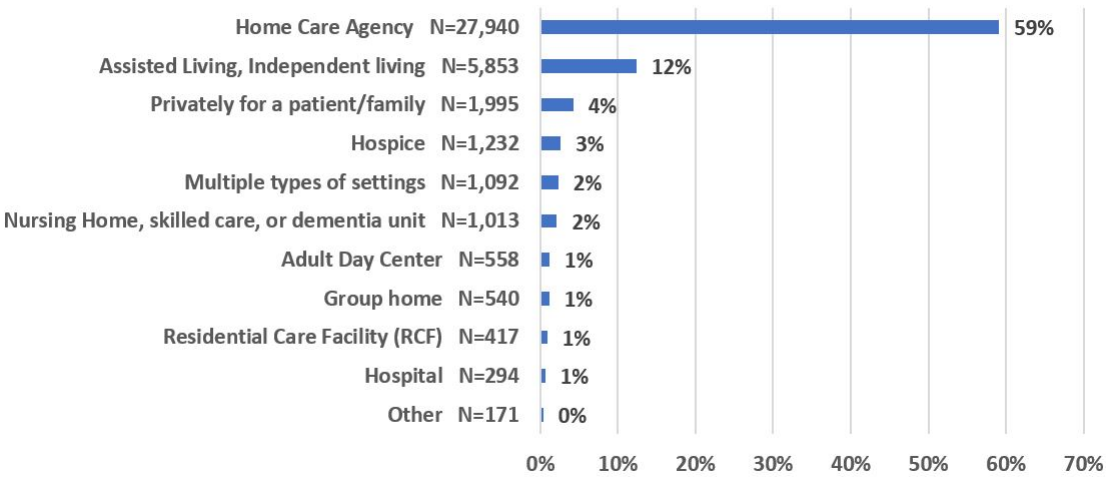
Employment Status	N=47,276	%
Full-time	21,861	46
Part-time	13,559	29
Per diem	2,217	5
Live-in	974	2
Unemployed	2,053	4
Retired	106	0
Other	522	1
Missing/No Data	5,984	13

Table 4: Number of Home Health Aide Positions

Number of Positions	N	%
1 position	32,610	69
2 positions	5,777	12
3 positions	1,699	4
Missing/ No Data	7,190	15

As depicted in **Figure 2**, 59% of the 47,276 HHA respondents reported that a Home Care Agency was their primary employment setting. As illustrated in **Figure 3**, 72% of HHAs who worked in nursing homes, skilled care or dementia units worked full-time. Only 48% of HHAs who work for a home care agency worked full-time. 37% of HHAs who work privately with a patient/family worked full-time.

Figure 2: HHA Primary Employment Setting



*The 6,171 (13%) Missing/No data

Figure 3: HHA Employment Status per Setting

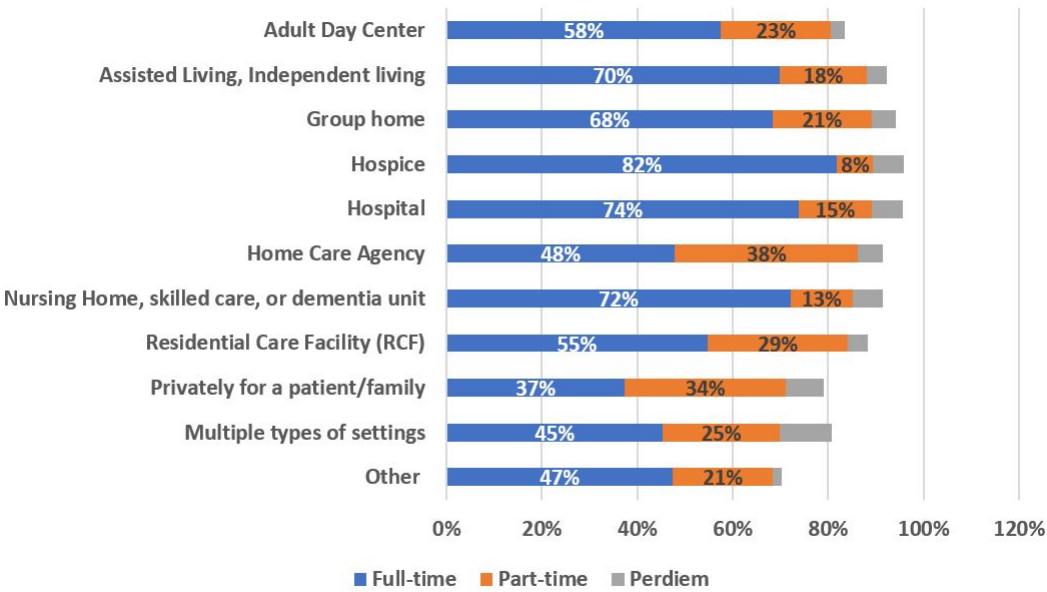
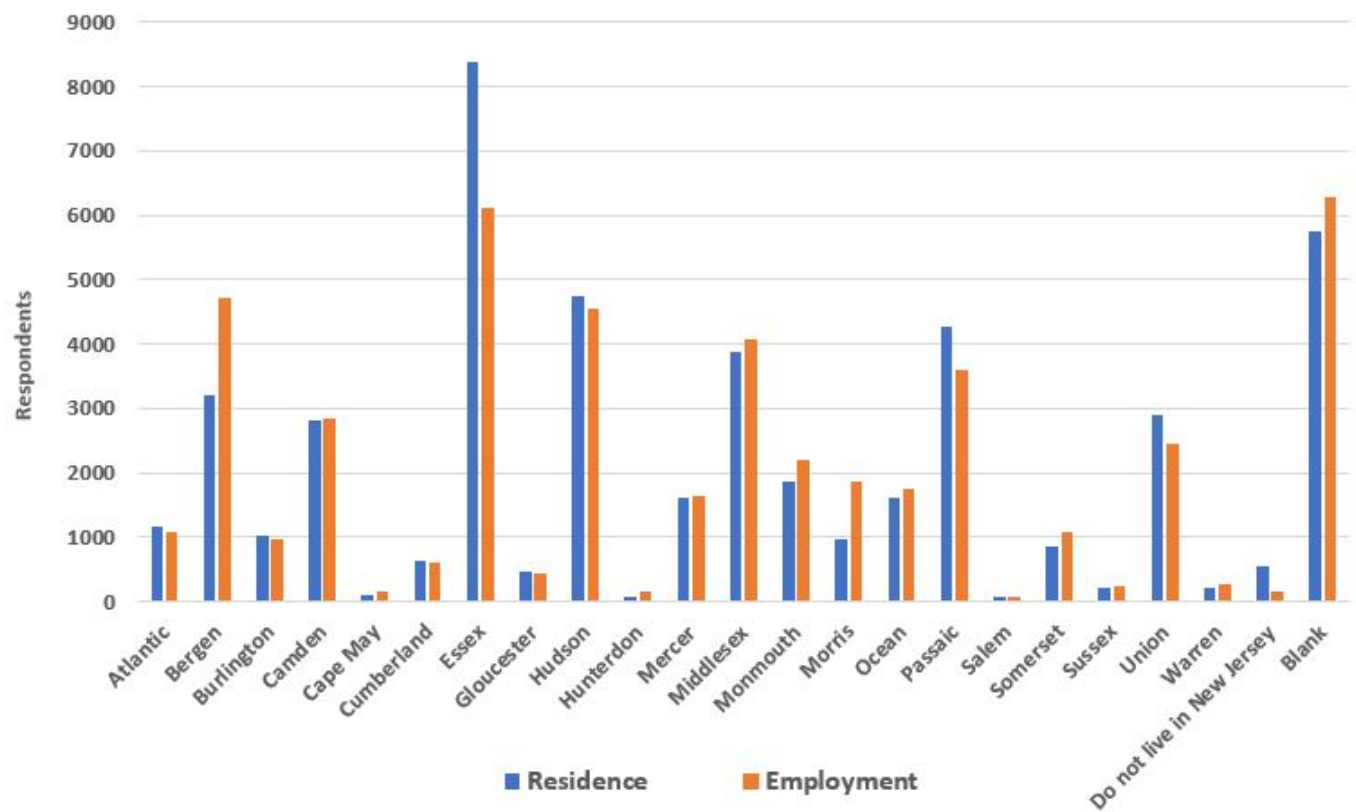


Figure 4 displays the county where HHAs work compared with the county where HHAs reside. Although the majority of HHAs work in the county they reside, the data reveals important differences in three counties: Essex County had more HHA respondents residing there than working there, and Bergen and Morris Counties had more HHA respondents working there than residing there.

Figure 4: Comparison where HHAs work and reside



Retirement

HHAs were asked their intention to retire prior to the next certification renewal (2 years). There were 934 HHAs (2%) who indicated they intend to retire within this time frame. **Table 5** identifies HHAs who declared an intent to retire by age bracket. Of HHAs 66 years of age and older, 11% intend to retire.

Table 5: Intent to Retire According to Age

Age	HHA Respondents	Intent to Retire	%
	N=47,276	N=934	
0-18	3	-	0
18-25	789	13	2
26-35	4,902	108	2
36-45	9,063	148	2
46-55	12,977	148	1
56-65	13,766	212	2
66-75	5,137	265	5
76+	639	40	6

*Percentages are calculated as intent to retire over the number of HHA respondents.

References

NJ Stat. §§ 45:11-52 (1947 & amended 2020).

<https://www.njconsumeraffairs.gov/Statutes/nursinglaw.pdf>

Acknowledgements

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