

ASSEMBLY HEALTH INFRASTRUCTURE COMMITTEE

STATEMENT TO

ASSEMBLY, No. 3116

STATE OF NEW JERSEY

DATED: OCTOBER 15, 2026

The Assembly Health Infrastructure Committee reports favorably Assembly Bill No. 3116.

This bill establishes a nurse aide workforce development program.

Under the bill, the Commissioner of Health (commissioner), subject to available funds, is to establish a nurse aide workforce development program. The purpose of the nurse aide workforce development program is to educate the public on the benefits of becoming certified as a nurse aide in New Jersey and of the ability to take a nurse aide competency evaluation without cost.

The nurse aide workforce development program is to include the following: (1) information on the benefits of becoming certified as a nurse aide in New Jersey; (2) a general summary of the requirements to become certified as a nurse aide training in New Jersey, including, but not limited to, information on the application process, curriculum, and certification requirements; (3) information on the provisions of the New Jersey Administrative Code (code) which provide that no nurse aide who is employed by, or who has received an offer of employment from, a long-term care facility on the date on which the aide begins a nurse aide training and competency evaluation program may be charged by a testing agency for any costs associated with a nurse aide competency evaluation, including any fees for textbooks or other required course materials; (4) information on the provisions of the code which provide that a person who completes a nurse aide training and competency evaluation program and is subsequently employed by or receives an offer of employment from a long-term care facility within 12 months of completing the program will be reimbursed by the facility for the costs of the competency evaluation; (5) information on the provisions of the code which provide that no nurse aide employed by a long-term care facility is required, as a condition of employment, to pay the cost of a nurse aide training program in the event of voluntary or involuntary termination of employment; and (6) any other information deemed relevant by the commissioner.

The bill provides that the commissioner is to establish a one year pilot program to reimburse a nurse aid student, upon the completion of the course, up to 25 percent of the costs incurred by a student due to enrollment in a nurse aide training course.

Under the bill, the commissioner is to develop and disseminate the following educational materials: (1) instructions on how to become a

certified nurse aide in this State; (2) information on and links to nurse aide training programs in this State; (3) the benefits of and requirements for becoming a nurse aide in New Jersey; (4) the ability of nurse aides working in long-term care facilities to take a nurse aide competency evaluation without cost; and (5) information on the application process for reimbursement of nurse aide training course costs as provided in the bill.

All information that is collected and developed under the bill is to be made available on a Department of Health Internet website specifically dedicated to information related to nurse aides.

This bill was pre-filed for introduction in the 2026-2027 session pending technical review. As reported, the bill includes the changes required by technical review, which has been performed.