

ASSEMBLY, No. 3116

STATE OF NEW JERSEY 222nd LEGISLATURE

PRE-FILED FOR INTRODUCTION IN THE 2026 SESSION

Sponsored by:

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District 38 (Bergen)

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Co-Sponsored by:

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SYNOPSIS

Establishes nurse aide workforce development program.

CURRENT VERSION OF TEXT

As reported by the Assembly Health Infrastructure Committee with technical review.



1 **AN ACT** establishing a nurse aide workforce development program.

2

3 **BE IT ENACTED** *by the Senate and General Assembly of the State*
4 *of New Jersey:*

5

6 1. a. The Commissioner of Health, subject to available funds,
7 shall establish a nurse aide workforce development program. The
8 purpose of the nurse aide workforce development program shall be
9 to educate the public on the benefits of becoming certified as a
10 nurse aide in New Jersey and of the potential for nurse aides
11 working in long-term care facilities to become certified without cost
12 to the individual. The Department of Health may accept any
13 appropriate grant of monies, services, or property from the federal
14 government, private organizations, or institutions of higher
15 education to assist in implementing the provisions of this act.

16 b. The nurse aide workforce development program shall
17 include the following:

18 (1) information on the benefits of becoming certified as a nurse
19 aide in New Jersey;

20 (2) a general summary of the requirements to become certified as
21 a nurse aide in New Jersey, including, but not limited to,
22 information on the application process, curriculum, and certification
23 requirements;

24 (3) information on the provisions of the New Jersey
25 Administrative Code which provide that no nurse aide who is
26 employed by, or who has received an offer of employment from, a
27 long-term care facility on the date on which the aide begins a nurse
28 aide training and competency evaluation program may be charged
29 by a testing agency for any costs associated with a nurse aide
30 competency evaluation, including any fees for textbooks or other
31 required course materials;

32 (4) information on the provisions of the New Jersey
33 Administrative Code which provide that, in the case of a nurse aide
34 who is not employed and does not have an offer of employment as a
35 nurse aide at the time the nurse aide completes a nurse aide training
36 program who subsequently becomes employed by, or receives an
37 offer of employment from, a licensed long-term care facility within
38 12 months of completing a nurse aide training and competency
39 evaluation program, the long-term care facility is required to
40 provide for the reimbursement of reasonable costs incurred in
41 completing the nurse aide competency evaluation on a pro rata basis
42 during the period in which the individual is employed as a nurse
43 aide, which costs include, but are not limited to, fees for textbooks
44 and other required course materials;

45 (5) information on the provisions of the New Jersey
46 Administrative Code which provide that no nurse aide employed by
47 a long-term care facility may be required, as a condition of

1 employment, to pay the cost of nurse aide training in the event of
2 voluntary or involuntary termination of employment; and

3 (6) any other information deemed relevant by the Commissioner
4 of Health.

5 c. (1) The Commissioner of Health shall develop and
6 disseminate the following educational materials:

7 (a) instructions on how to become a certified nurse aide in this
8 State;

9 (b) information on and links to nurse aide training programs in
10 this State;

11 (c) the benefits of and requirements for becoming a nurse aide in
12 New Jersey;

13 (d) the ability of nurse aides working in long-term care facilities
14 to take a nurse aide competency evaluation without cost; and

15 (e) information on the application process for reimbursement of
16 nurse aide training course costs as provided in section 2 of this act.

17 (2) All information collected and developed pursuant to this
18 section shall be made available on a Department of Health Internet
19 website specifically dedicated to information related to nurse aides.
20

21 2. From available funds that may be appropriated to effectuate
22 the provisions of this section, the Department of Health shall
23 establish a one year pilot program, commencing three months after
24 the effective date of this act, to reimburse a nurse aide student up to
25 25 percent of the costs incurred by the student due to enrollment in
26 a department approved nurse aide training course. Eligible
27 applicants shall, at a minimum, have completed the entire training
28 course. The department shall implement an application process that
29 includes both electronic and paper methods to submit application
30 materials.
31

32 3. This act shall take effect immediately and expire 365 days
33 following the commencement of the pilot program established in
34 section 2 of this act.