LEGISLATIVE FISCAL ESTIMATE
ASSEMBLY, No. 3116
STATE OF NEW JERSEY
222nd LEGISLATURE

DATED: NOVEMBER 25, 2026

SUMMARY

Synopsis: Establishes nurse aide workforce development program.

Type of Impact: Temporary increase in State expenditures.

Agencies Affected: Department of Health.

Office of Legislative Services Estimate

Fiscal Impact	15-Month Duration
State Expenditure Increase	Indeterminate

- The Office of Legislative Services (OLS) finds that the bill will result in a temporary increase in State expenditures due to the required public information campaign and one-year reimbursement pilot program for nurse aide students. The exact scale of the cost increase will depend upon the parameters of implementation and the extent to which the Department of Health will be able to draw on available federal, state, and other resources.

- The OLS notes that State costs may be moderated by the bill limiting reimbursement to costs incurred by the student, and many nurse aide students do not incur training costs because those costs are paid by a long-term care facility that employs, or has offered employment to, the student.

BILL DESCRIPTION

This bill would establish a nurse aide workforce development program, which would educate the public on the benefits of becoming a nurse aide and include: (1) information on the benefits of becoming certified as a nurse aide; (2) a general summary of the requirements to become certified as a nurse aide; (3) and information on existing regulations under which nurse aide students who are employed by, or receive an offer of employment from, a long-term care facility are not required to pay the costs of nurse aide training and competency evaluation.

The bill also establishes a one-year pilot program to subsidize nurse aide training. The program would reimburse nurse aide students, upon the completion of a certified nurse aide training course, up to 25 percent of the cost of enrollment in the course.

The informational campaign would take effect immediately, with the one-year reimbursement pilot program commencing three months following the date of enactment. The bill would expire one year following the start of the pilot program, or fifteen months following the date of enactment. All of the bill's provisions are subject to the availability of funds.

FISCAL ANALYSIS

EXECUTIVE BRANCH

None received.

OFFICE OF LEGISLATIVE SERVICES

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The OLS notes that State costs may be moderated by the bill limiting reimbursement to costs incurred by the student, and many nurse aide students do not incur training costs because current regulation provides that those costs are paid by a long-term care facility that employs, or has offered employment to, the student.

Section: *Human Services*

Analyst: *Grace Ahlin*
Associate Fiscal Analyst

Approved: *Thomas Koenig*
Legislative Budget and Finance Officer

This legislative fiscal estimate has been produced by the Office of Legislative Services due to the failure of the Executive Branch to respond to our request for a fiscal note.

This fiscal estimate has been prepared pursuant to P.L.1980, c.67 (C.52:13B-6 et seq.).