



State of New Jersey
DEPARTMENT OF HEALTH

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To: All Licensed Health Care Facilities

From: Michael J. Kennedy, Esq. *MJK*
Executive Director, Division of Certificate of Need and Licensing

Date: October 20, 2025

Re: Revised - Human Trafficking Handling and Response Training

The Department of Health (Department) is issuing this memo to inform all licensed health care facilities of the current status of the "Stop. Observe. Ask. Respond to Human Trafficking (SOAR): SOAR to Health and Wellness Training" training. It has come to the Department's attention that due to changes in federal policy priorities, the United States Department of Health and Human Services (HHS) discontinued the SOAR training and all related resources effective August 18, 2025.

The SOAR training served as the Department's policy regarding required human trafficking handling and response training, pursuant to the Department's April 14, 2023, memo, which superseded the rule at N.J.A.C. 8:43E-14.3. The Department is currently working to find a training module to replace the SOAR training and intends to release additional guidance in the near future regarding the replacement.

However, until a replacement has been found, the Department wishes to inform all facilities of an alternative method to access the free SOAR training module. While SOAR is no longer accessible through the HHS website, it still remains available on the Train.org learning network, at <https://www.train.org/main/course/1087568/details>. Users must create an account to be able to access the module. Until the Department issues guidance on SOAR's replacement, facilities are encouraged to access and utilize SOAR directly through Train.org for any employee that is required to take human trafficking training as required by the Department pursuant to N.J.A.C. 8:43E-14.3.

This memo will serve as the Department's current policy until additional guidance regarding a replacement is published. Once a replacement has been selected, the Department also intends to amend the rule in the New Jersey Administrative Code to reflect these changes.

Any questions regarding this matter should be directed to Nicole Pine, Certificate of Need and Healthcare Facility Licensure Program at Nicole.Pine@doh.nj.gov.