

Leadership, innovation, collaboration for state Aging and Disability agencies.

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PROFILE OF THE HOME CARE WORKFORCE

The home care workforce is the largest and most rapidly growing segment of the full direct care workforce—and plays an essential role in enabling individuals to age and receive services in their own homes and communities.

Number of home care workers: 2.8 million

Median

age is 48

85% women

15% men

- Median hourly wage: \$14.50
- Median annual earnings: \$21,889
- 43% work part-time hours

40% at or below 200% federal poverty level

66% people of color Home care workforce projections (2022 - 2032):

- 738,000 **new** home care jobs projected
- 5.5 million total home care job openings expected

 12% lack health insurance

 47% use Medicaid or other public coverage

58% relv on public assistance

39% are housing cost-burdened



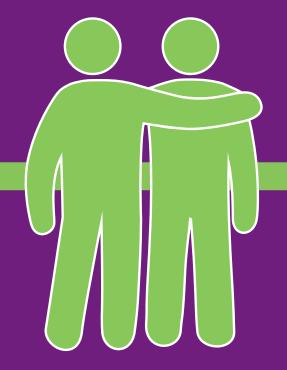


SOURCES:

- Workforce demographics, settings, economics, and projections:: https://www.phinational.org/policy-research/workforce-data-center/ (PHI Workforce Data Center)
- Direct care tasks: https://acl.gov/ltc/basic-needs/what-is-long-term-care
- Workforce turnover: https://tinyurl.com/t27svp8x (certified nursing assistants); https://tinyurl.com/jxax5n23 (home care workers); https://

DIRECT CARE **WORKERS IN AMERICA**

Spotlight on an **Essential Workforce**







DIRECT CARE WORKERS: WHO ARE THEY?

4.8 MILLION DIRECT CARE WORKERS in the U.S. assist older adults and people with disabilities with essential daily tasks and activities across settings

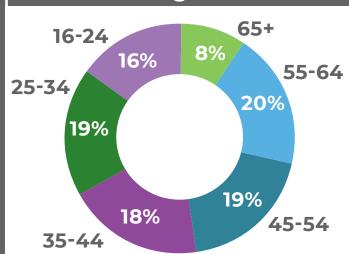
Gender



85% FEMALE

15% MALE

Age



Race/Ethnicity/Nativity

5% Other 8% Asian or Pacific Islander Naturalized or 20% Hispanic non-citizens or Latino U.S. citizens by birth 29% Black or **African** American **72**% 36% White



DIRECT CARE WORKERS: PLACE AND ROLE

Where Do They Work?





care aides



home care workers

719,000 448,000 residential

nursing assistants in nursing homes



Direct care workers are also employed in hospitals, clinics, and other care settings

What Do They Do?

DIRECT CARE WORKERS SUPPORT OLDER ADULTS AND PEOPLE WITH DISABILITIES WITH:







- **Bathing**
- Dressing
- Eating
- Toilet care
- Transferring/mobility

SMTWTFS

INSTRUMENTAL ACTIVITIES OF DAILY LIVING (IADLS):

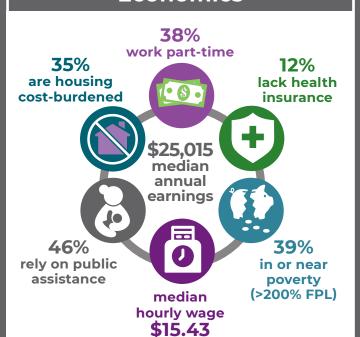
- · Preparing meals
- Shopping
- Housekeeping
- · Managing medications
- Attending appointments
- · Engaging in education or employment
- · and much more





DIRECT CARE WORKFORCE CHALLENGES

Economics



Turnover



- 99% Nursing assistants in nursing homes
- 80% home care workers
- 43% direct support professionals (DSPs)

Future Demand 2022-2032

8.9 million total direct care job openings expected





Projected



Software

Developers





Cooks

178.600 **Stockers**



DIRECT CARE WORKFORCE

Resources for States





PHI WORKFORCE DATA CENTER

https://www.phinational.org/policy-research/ workforce-data-center/

PHI DIRECT CARE WORKFORCE STATE INDEX

https://www.phinational.org/state-index-tool/

PHI NATIONAL DIRECT CARE WORKFORCE **RESOURCE CENTER**

https://www.phinational.org/national-resource-center/



NATIONAL DIRECT CARE WORKFORCE **STRATEGIES CENTER**

https://acl.gov/DCWcenter



DIRECT CARE CAREERS https://directcarecareers.com/



STATE OF THE WORKFORCE

https://idd.nationalcoreindicators.org/staff-providers https://nci-ad.org/sotw-ad/

