



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

241 18th Street S, Suite 403
Arlington, VA 22202
Phone: 202-898-2578
www.advancingstates.org
www.hcbs.org

Stay informed with us on:



PHI QUALITY CARE THROUGH QUALITY JOBS

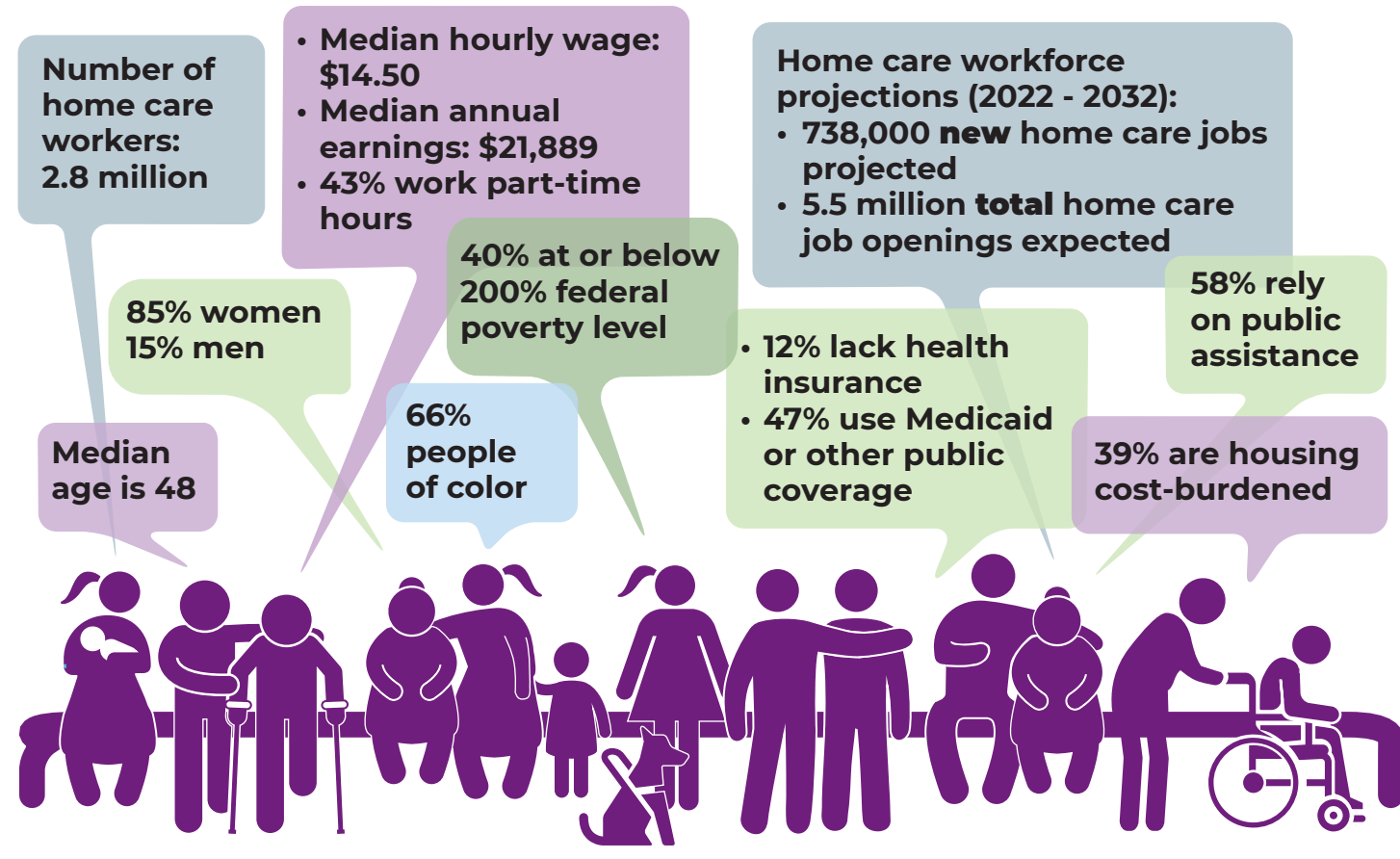
PHI
Quality Care Through Quality Jobs
261 Madison Avenue, Suite 913
New York, NY 10016
info@phinational.org
www.PHInational.org

Stay informed with us on:



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.

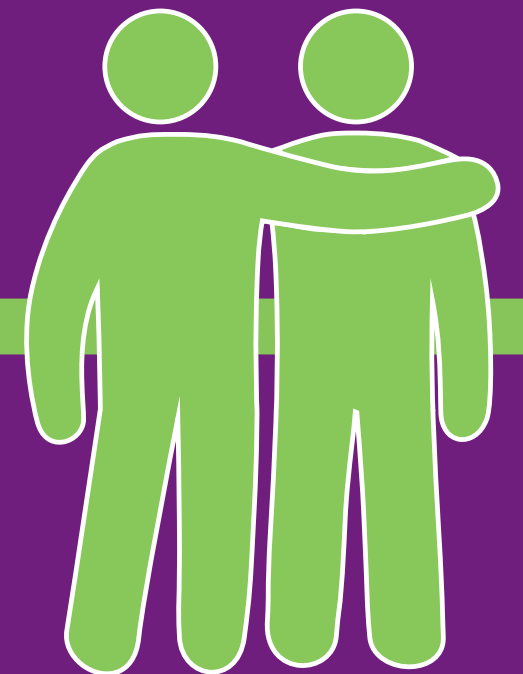


SOURCES:

- **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://tinyurl.com/yhvn629r> (DSPs)

DIRECT CARE WORKERS IN AMERICA

Spotlight on an Essential Workforce



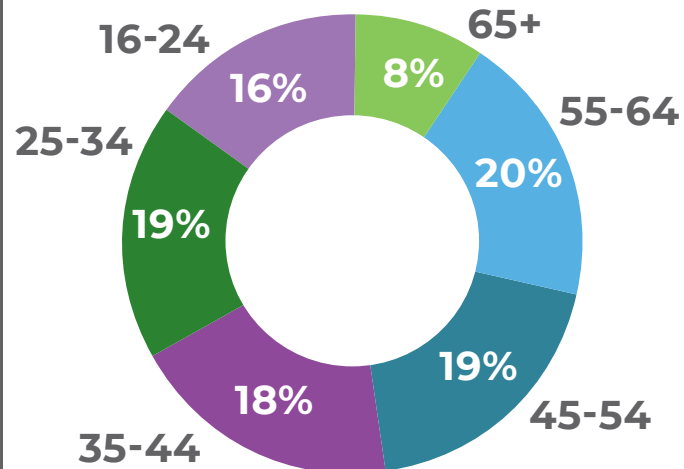
DIRECT CARE WORKERS: WHO ARE THEY?

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

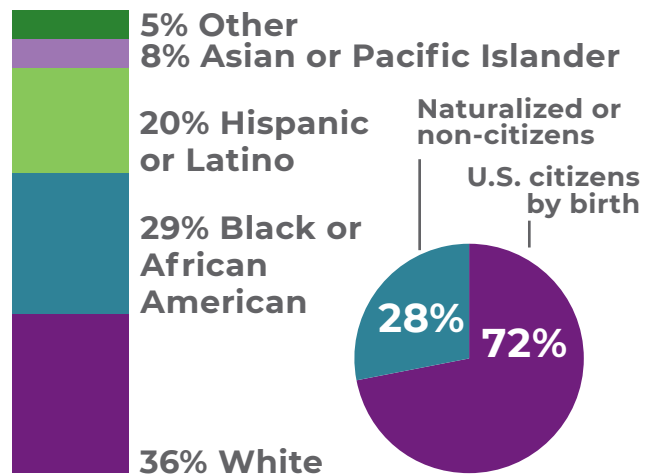
Gender



Age

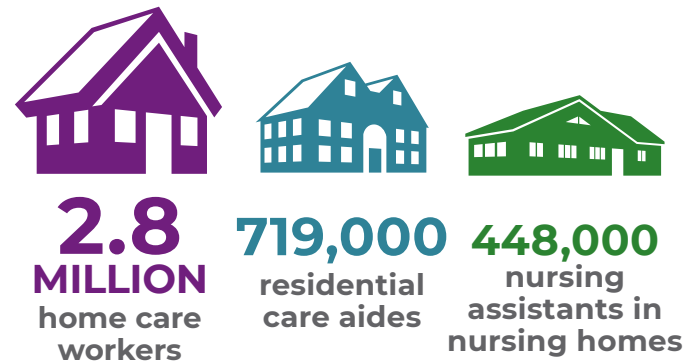


Race/Ethnicity/Nativity



DIRECT CARE WORKERS: PLACE AND ROLE

Where Do They Work?



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

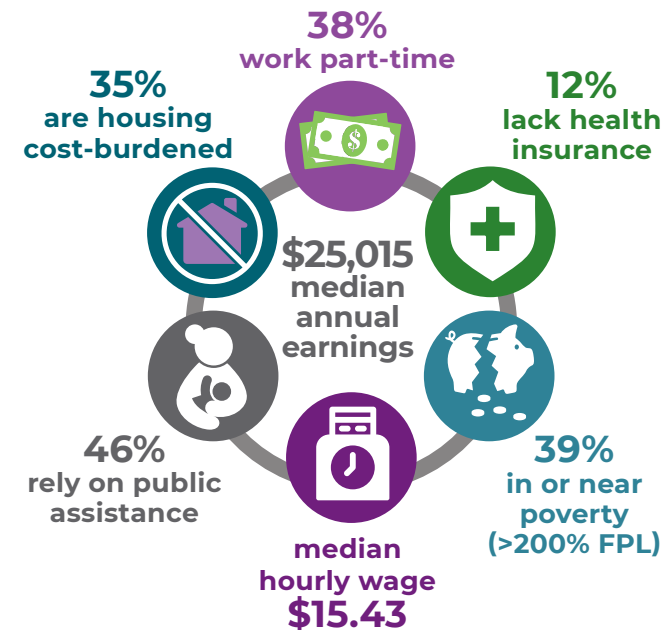
What Do They Do?

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

- ACTIVITIES OF DAILY LIVING (ADLS):**
- Bathing
 - Dressing
 - Eating
 - Toilet care
 - Transferring/mobility
- 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

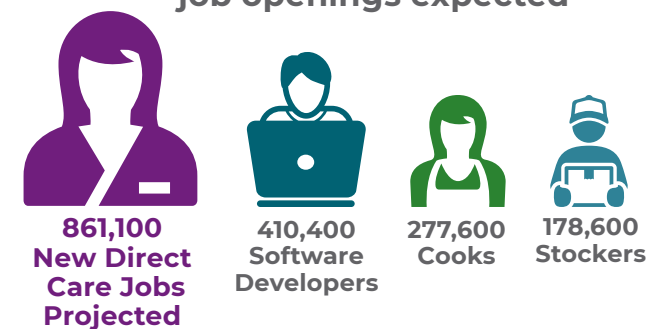


Turnover

- EXIT**
- 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



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/>