

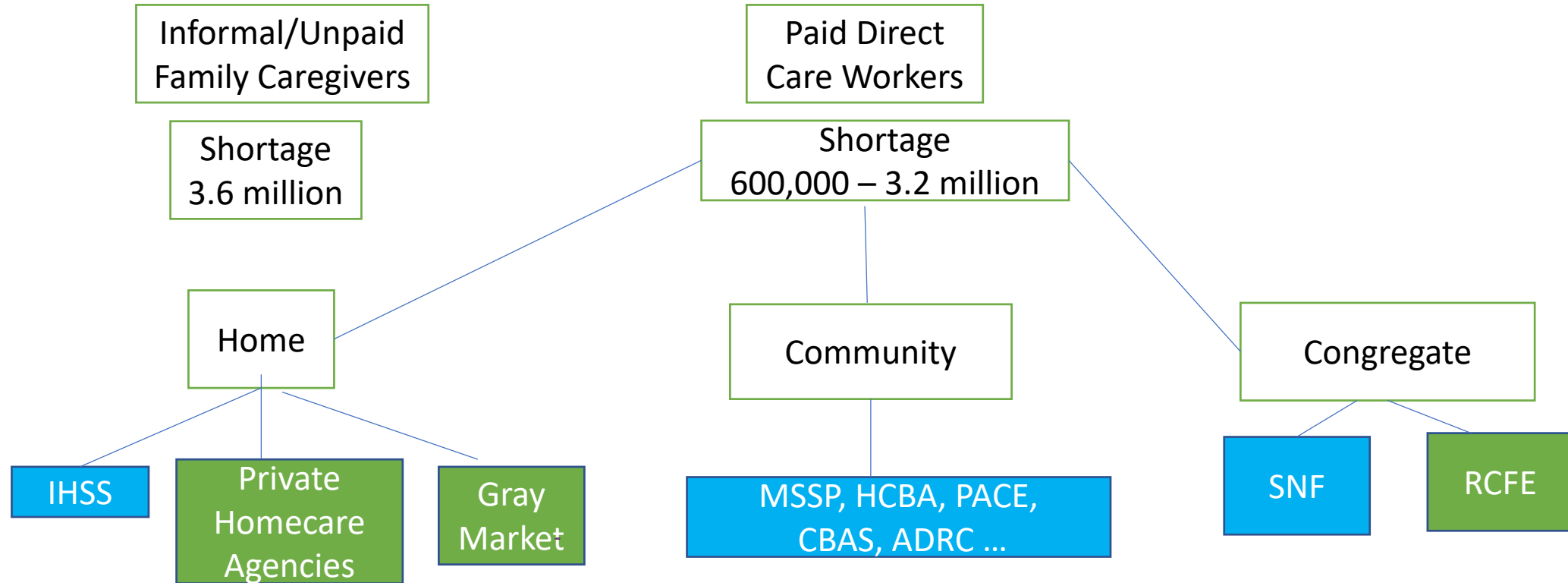
Direct Care Workforce

Labor & Workforce
Development
Agency

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LTC Direct Care Workforce Map



LTC Job Categories

- **Personal Care Aides (PCAs)** may work in either private or group homes. Also called personal care attendant, personal assistant. In addition to providing assistance with ADLs – such as eating, dressing, bathing, and toileting – PCAs often help with housekeeping chores, meal preparation, and medication management. PCAs also help individuals go to work and remain engaged in their communities. A growing number of PCAs are employed and supervised directly by consumers. **5 hrs.**

Independent Providers (IPs) work directly for IHSS eligible clients, providing essentially the same care as PCAs, without scope of practice restrictions. **Orientation.**

- **Certified Nursing Assistants (CNAs)** generally work in nursing homes, although some work in assisted living facilities, other community-based settings, or hospitals. CNAs assist residents with ADLs and also perform clinical tasks such as range-of-motion exercises and blood pressure readings. **60 hrs + 100 hrs supervised training.**

- **Home Health Aides (HHAs)** provide essentially the same care and services as CNAs, but they assist people in their own home or in community settings under the supervision of a nurse or therapist. HHAs may also perform light housekeeping tasks. **120 hrs.**

Direct Care Job Growth 2009-2019

Occupation	2009	2019	% Growth
PCAs and HHAs	96,320	595,769	519%
CNAs	107,310	100,192	-7%
ALL DCWs	203,630	695,961	242%

Demographics of Direct Care Workforce

	Home Care	SNFs	RCFEs	TOTAL
Latinx	37%	40%	37%	37%
API	23%	32%	31%	25%
White	26%	12%	19%	23%
Black	12%	12%	11%	12%
Other	3%	4%	3%	3%
Immigrant	47%	53%	45%	48%
Female	80%	82%	82%	81%

Direct Care Median Hourly Wages* 2009-2019

Occupation	2009	2019	% Growth
Home Health & Personal Care Aides	\$12.59	\$12.58	0
Nursing Assistants (CNA)	\$15.34	\$16.78	9%
All Direct Care Workers	\$14..04	\$13.16	-6%

Competitive Wage Comparison (2019)

Occupation	Short-order cook	Housekeeper	Gardener	Direct Care Worker
Median Hourly Wage	\$13.36	\$13.80	\$15.65	\$13.16

Poverty & Public Assistance

	Home Care	SNFs	RCFEs	TOTAL
Less than 200% Poverty Level - \$24,280	46%	34%	45%	44%
Any Public Assistance	53%	32%	42%	49%

Economic Impact of a Living Wage

By 2030:

- Additional economic output upwards of \$3.6 million
- Public assistance savings of \$165 million
- Over 50,000 direct LTC care jobs
- \$1.3 billion saved annually, nationally in turnover costs

Impact of a Living Wage on **Quality of Care**

- 9.1% increase in staffing
- 17-21% increase in retention
- Improved patient safety & health
- Fewer ER visits, hospitalizations and deaths

Policy Initiatives

California

- Master Plan on Aging
- Future of Work Commission
- Future of the Healthcare Workforce Commission

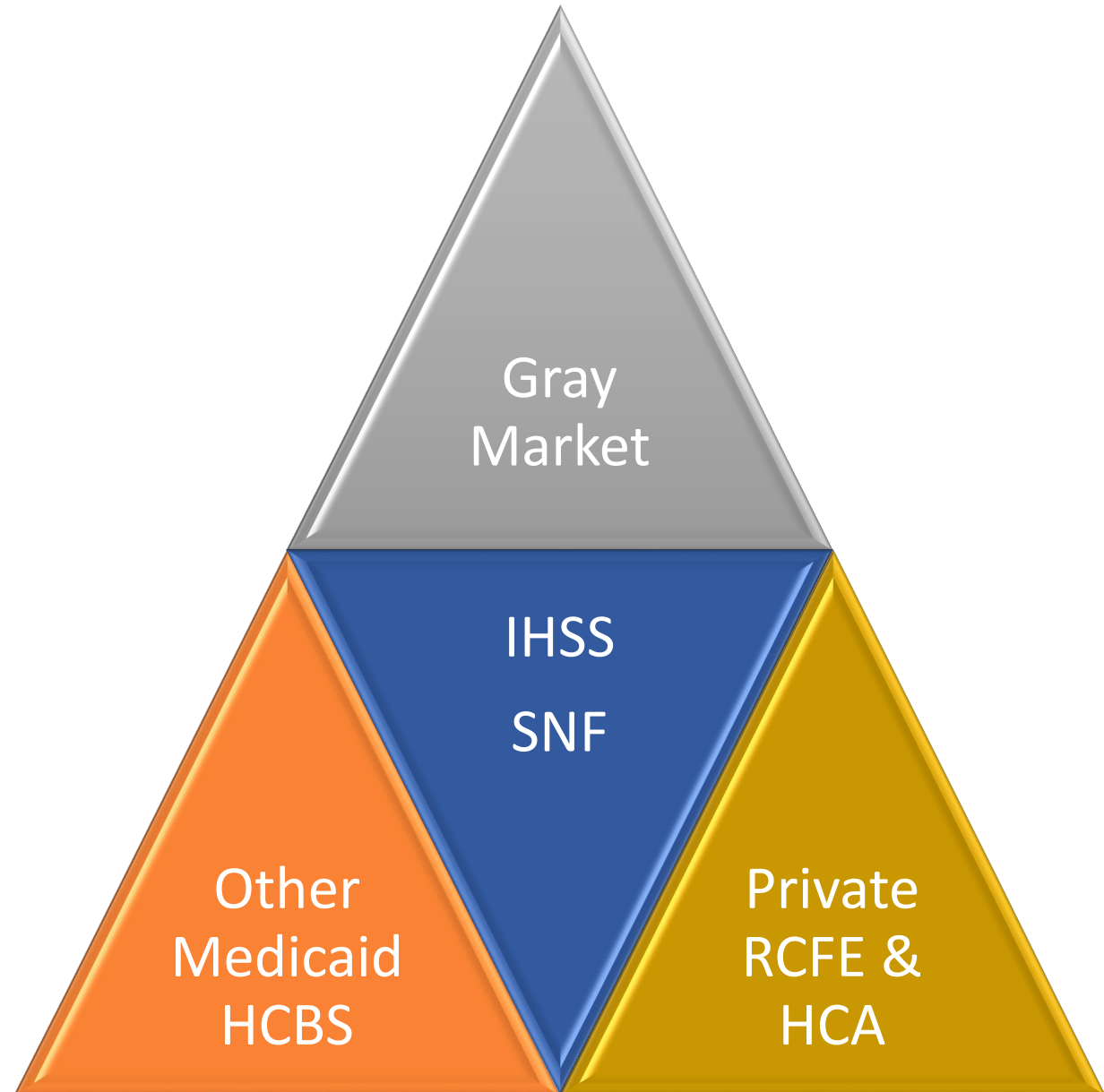
Other states:

- WA: expanded public LTC benefit
- NJ: wage hikes & pass-throughs
- MI: state-level advisory team focused on professionalization

Federal:

- Better Care Better Jobs Act
- WISH Act
- Budget Reconciliation Bill

Sector Strategy



Sector Impacts

