Personal Care Aides:

Who they are.
Why they matter.
What are the challenges.
Where we should invest.
Personal Care Aides
Nearly half of the direct-care workforce is personal care aides

Total direct-care workforce: 4.1 million

Where personal care aides work

- Home Care: 707,660
- Residential and Facility-Based Settings
- Other

Demographics

More than 50% are minorities

- Hispanic or Latino: 20%
- Other or mixed: 11%
- Black: 21%
- White: 48%
Wages

Low and Stagnant Wages

Real Wages, adjusted for inflation (2013 dollars)

Median Hourly Wage

$10.13

$7.91

$9.67

Low Annual Earnings

$9.67/hr + $14,624/yr = $14,624/yr

High reliance on public assistance

Any Public Assistance: 51%

Medicaid: 41%

Food and Nutrition: 32%

Why personal care aides matter.
Projected growth

<table>
<thead>
<tr>
<th>Top 5 Occupations Adding Most New Jobs, 2012-2022</th>
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<tbody>
<tr>
<td>1. Personal care aides</td>
<td>580,800</td>
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<tr>
<td>2. Registered nurses</td>
<td>526,000</td>
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<tr>
<td>3. Retail salespersons</td>
<td>434,700</td>
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<tr>
<td>4. Home health aides</td>
<td>424,200</td>
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<tr>
<td>5. Combined food preparation and serving workers, including fast food</td>
<td>421,900</td>
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Care gap/HCBS demand

The population of people over 85 is growing much faster than the population of adults aged 25-64.
Challenges

Among the country’s lowest paying jobs
Inconsistent or inadequate training requirements
Inadequate health care coverage
High injury rates
Unpredictable hours, often part time
Heavy reliance on public benefits
High turnover
Wages lower than other occupations...

- Parking Enforcement Workers: $17.40
- Community Health Workers: $16.64
- Bill and Account Collectors: $15.83
- Trash Collectors: $15.73
- Medical Assistants: $14.24
- Nursing Assistants: $11.97
- Home Health Aides: $10.10
- Personal Care Aides: $9.67

High Turnover and Shortages.

- Studies show turnover rates between 44 and 65%

- States are already experiencing shortages with these likely to increase as demand increases
Policy Investments

✓ Wages
✓ Employer-sponsored health coverage
✓ Training
✓ Hours
✓ Decision making
✓ Career advancement
Federal Training Standards

**Certified Nurse Aide**: 75 hours (16 supervised clinical)  
(42 CFR 484.36)  
• IOM recommends at least 120 hours but only 13 states + DC meet that standard  
• 20 states operate with requirements that have not changed in over 20 years

**Home Health Aide/Hospice Aide**: 75 hours  
(42 CFR 483.152 and 42 CFR 418.76)  
(16 supervised clinical)  
• IOM recommends at least 120 hours but only 5 states meet that standard, only 15 states exceed the federal minimum

**Personal Care Aide**: None
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