State Policies to Strengthen the Direct Care Workforce

Lifespan Respite Grantee and Partner Learning Collaborative
July 13, 2023

Kezia Scales, PhD, Vice President of Research & Evaluation, PHI
4.7 million

Number of direct care workers in the U.S., including home care workers, residential care aides, and nursing assistants in nursing homes

Source: PHI, 2022
The direct care workforce will add more new jobs than any other occupation within the next decade (2021-2031).

- Direct Care Workers: 986,700
- Cooks: 459,900
- Software Developers: 370,600
- Fast Food/Counter Workers: 243,200
- General/Operations Managers: 209,800

SOURCE: [https://www.bls.gov/emp/tables/occupations-most-job-growth.htm](https://www.bls.gov/emp/tables/occupations-most-job-growth.htm)
Median wages are lower for direct care workers than for those in competitive occupations in every state.

SOURCE: https://www.phinational.org/state-index-tool/
What is happening in your state—and where are the best opportunities for change?

POLICY RESEARCH

Workforce Data Center

From wages to employment statistics, across states and nationwide, find the latest data on the direct care workforce.

We provide customized, up-to-date snapshots on this quickly-growing workforce.

DIRECT CARE WORKFORCE STATE INDEX

<table>
<thead>
<tr>
<th>RANK</th>
<th>STATE</th>
<th>WORKER SUPPORTIVE POLICIES INDEX</th>
<th>DIRECT CARE WORKFORCE ECONOMIC INDEX</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>WASHINGTON</td>
<td>1</td>
<td>9</td>
</tr>
<tr>
<td>2</td>
<td>RHODE ISLAND</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>3</td>
<td>DISTRICT OF COLUMBIA</td>
<td>2</td>
<td>17</td>
</tr>
<tr>
<td>4</td>
<td>MAINE</td>
<td>9</td>
<td>4</td>
</tr>
<tr>
<td>5</td>
<td>NEW JERSEY</td>
<td>4</td>
<td>30</td>
</tr>
</tbody>
</table>

Find out where your state ranks at PHInational.org

SOURCES:
https://www.phinational.org/policy-research/workforce-data-center/
https://www.phinational.org/state-index-tool/
SOLUTION 1: Reform Long-Term Care Financing – Page 6
SOLUTION 2: Increase Compensation for Direct Care Workers – Page 9
SOLUTION 3: Strengthen Training Standards and Delivery Systems for Direct Care Workers – Page 12
SOLUTION 4: Fund, Implement, and Evaluate Direct Care Workforce Interventions – Page 15
SOLUTION 5: Improve Direct Care Workforce Data Collection and Monitoring – Page 18
SOLUTION 6: Center Direct Care Workers in Leadership Roles and Public Policy – Page 21
SOLUTION 7: Rectify Structural Gender, Racial, and Other Inequities for Direct Care Workers – Page 24
SOLUTION 8: Shift the Public Narrative on Direct Care Workers – Page 27

SOURCE:
Reform Long-Term Care Financing
Wisconsin’s Direct Care Workforce Funding Initiative

Read more:
https://www.dhs.wisconsin.gov/medi caid/ltc-workforce-funding-faq.htm
Increase Compensation for Direct Care Workers
Addressing Wages of the Direct Care Workforce Through Medicaid Policies

November 2022

SOURCE:
Strengthen Training Standards and Delivery Systems for Direct Care Workers
Washington’s Home Care Aide Training and Certification Program

Learn more: https://doh.wa.gov/licenses-permits-and-certificates/professions-new-renew-or-update/home-care-aide
Fund, Implement, and Evaluate Direct Care Workforce Interventions
Minnesota’s Direct Support Connect® Registry

Visit the registry: https://directsupportconnect.com/
Improve Direct Care Workforce Data Collection and Monitoring
Arizona Direct Care Worker Study

Learn about the study: https://www.phinational.org/an-arizona-direct-care-worker-survey-is-driving-innovation/
Rectify Structural Gender, Racial, and Other Inequities for Direct Care Workers
Center Direct Care Workers in Leadership Roles and Public Policy
Maine’s Direct Care and Support Professional Advisory Council

Read about the Council:
https://www.maineombudsman.org/DirectCareSupport/
Shift the Public Narrative on Direct Care Workers
Wisconsin’s WisCaregivers Careers Program

Watch the videos:
https://wiscaregivercna.com/media/
PHInational.org

- Learn about our consulting services, policy research, advocacy, and public education campaigns
- Scroll through our multi-media library of research, analysis, and other resources
- Download state-by-state data on the direct care workforce
- Bookmark our newsroom for the latest news and opinion: PHInational.org/news/
- Subscribe to our monthly newsletter: PHInational.org/sign-up/
- Join our online community on Facebook, Twitter, and LinkedIn (@PHInational)

PHI works to transform eldercare and disability services. We foster dignity, respect, and independence for all who receive care, and all who provide it. As the nation’s leading authority on the direct care workforce, PHI promotes quality direct care jobs as the foundation for quality care.
Kezia Scales, PhD
Vice President of Research & Evaluation
kscales@PHInational.org