



# Nearly 9 in 10 direct care workers are women.

Source: PHI. "Workforce Data Center." Last modified September 2, 2021. https://phinational.org/policy-research/workforce-data-center/.

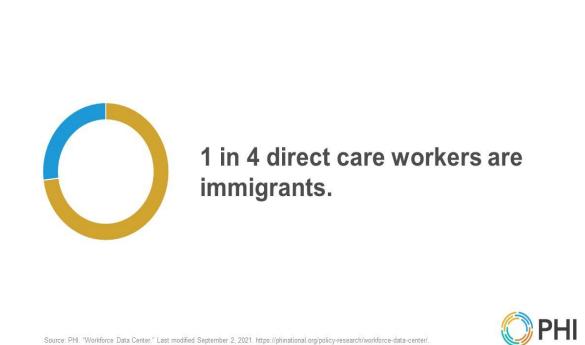


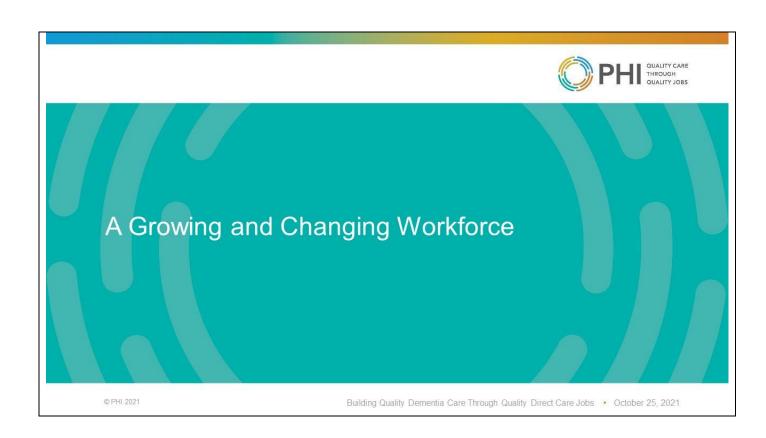


3 in 5 direct care workers are people of color.

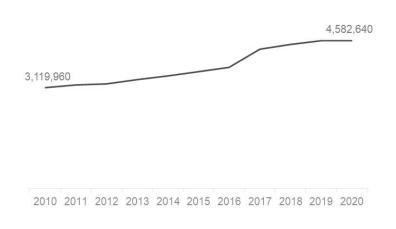
Source: PHI. "Workforce Data Center." Last modified September 2, 2021. https://phinational.org/policy-research/workforce-data-center/.











Source: PHI. "Workforce Data Center." Last modified September 2, 2021. https://phinational.org/policy-research/workforce-data-center/.



# From 2010 to 2020, more than 9 in 10 new direct care jobs were in home care. 4,582,640 3,119,960 2010 2011 2012 2013 2014 2015 2016 2017 2018 2019 2020 Home Care Nursing Homes Other Industries Source: PHI. "Workforce Data Center." Last modified September 2, 2021 https://plinational.org/policy-research/workforce-data-center/.

## Three primary factors contributed to growth in the home care workforce.



Growing
Population of
Older Adults

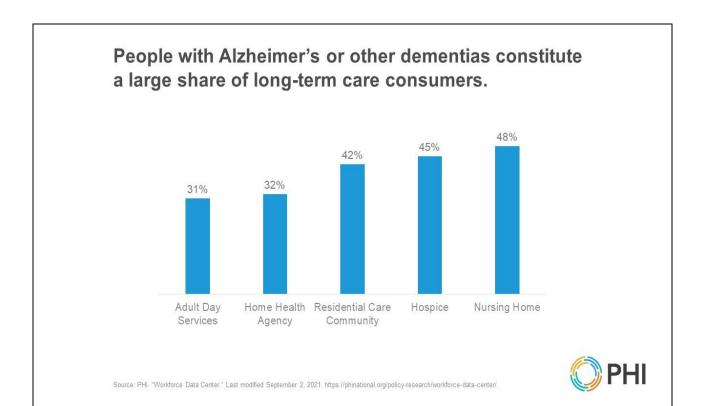


Consumer Preferences for Care



Policy and Programmatic Changes







# What Are the Challenges Direct Care Workers Face?

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### Direct care worker median wages have stagnated over the past decade. \$14.48 \$13.56 \$13.45 \$13.33 \$12.98 \$12.53 \$12.28 \$11.23 Home Care Residential Care Homes Nursing Homes All Direct Care Workers ■2010 ■2020 Source: PHI. "Workforce Data Center." Last modified September 2, 2021. https://phinational.org/policy-research/workforce-data-center/.



One in three direct care workers work part time.

Source: PHI. "Workforce Data Center." Last modified September 2, 2021. https://phinational.org/policy-research/workforce-data-center/.





Direct care workers earn a median annual wage of \$20,200.

Source: PHI. "Workforce Data Center." Last modified September 2, 2021. https://phinational.org/policy-research/workforce-data-center/.

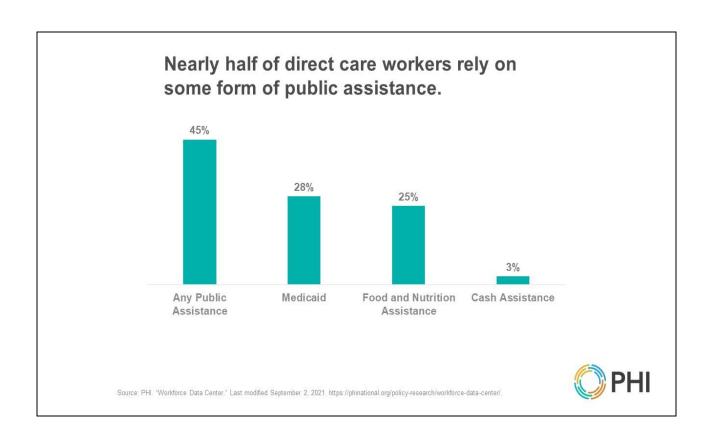




# 44 percent of direct care workers live in or near poverty.

Source: PHI. "Workforce Data Center." Last modified September 2, 2021. https://phinational.org/policy-research/workforce-data-center/.





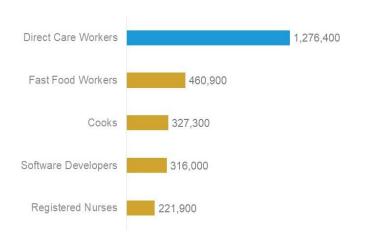


### **Future Demand for Direct Care Workers**

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# From 2019 to 2029, the direct care workforce is projected to add more new jobs than any other occupation.



Source: PHI. 2021. Direct Care Workers in the United States: Key Facts. Bronx, NY: PHI. https://phinational.org/resource/direct-careworkers-in-the-united-states-key-facts/.



# There will be 7.4 million total projected job openings in the direct care workforce from 2019 to 2029.



Source: PHI. 2021. Direct Care Workers in the United States: Key Facts. Bronx, NY: PHI. https://phinational.org/resource/direct-care-workers-in-the-united-states-key-facts/.



# PHI QUALITY CARE THROUGH QUALITY JOBS

Addressing the Direct Care Workforce Crisis and Ensuring Quality Dementia Care

⊕ DHI 202

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Source: Campbell, Stephen, Angelina Del Rio Drake, Robert Espinoza, and Kezia Scales. 2021. Caring for the Future: The Power and Potential of America's Direct Care Workforce. Bronx, NY: PHI. https://phinational.org/caringforthefuture/.



# THE 5 PILLARS OF DIRECT CARE JOB QUALITY



**QUALITY**TRAINING



FAIR COMPENSATION



QUALITY SUPERVISION & SUPPORT



RESPECT & RECOGNITION



REAL OPPORTUNITY





### **QUALITY TRAINING**

A quality direct care job should ensure that all workers acquire the skills, knowledge, and confidence to succeed in their complex roles.





### FAIR COMPENSATION

A quality direct care job should enable workers to achieve economic stability, safeguard their health, and plan for the future.





# QUALITY SUPERVISION AND SUPPORT

A quality direct care job should offer workers the support and supervision they need to work safely and effectively.





# RESPECT AND RECOGNITION

A quality direct care job should honor the expertise, contributions, and diverse life experience of workers.

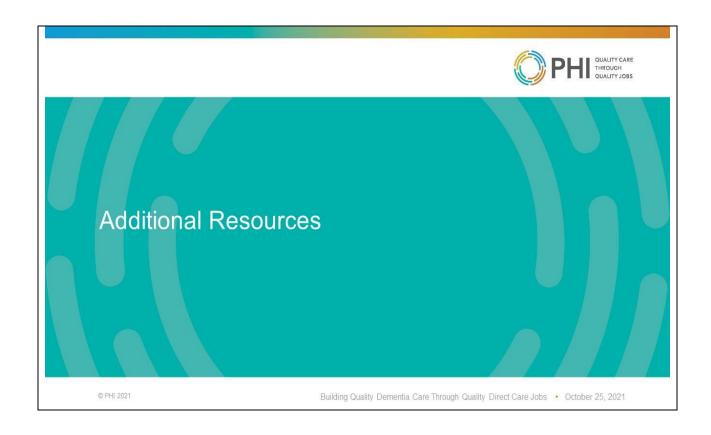




### **REAL OPPORTUNITY**

A quality direct care job should invest in workers' learning, development, and career advancement.







However, successfully supporting people with dementiats who for all home often requires the assistance of home care workers. Given this context, it is important to examine the training needs related to home care and dementia—and what states can do. This brief describes how dementia affects individuals, families, and home care workers. It explains why enhancing training for home care workers can better support claims, and where states are regarding dementia training requirements. Finally, it offers five general ways in which state policymakers can ensure home care workers are equipped to support this population.

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Source: Cook, Allison, 2017. Home Care Worker Training and People with Alzheimer's Disease and Related Dementias: Ideas for State Policymakers: Bronx, NY: PHI. https://phinational.org/wp-content/uploads/2017/11/Home-Care-Workers-and-Alzheimers-PHI-Nov-2017.pdf.





NEWSROOM > OPINION :

### It's Time to Build Dementia Care Competency in Direct Care

BY KEZIA SCALES, PHD | JUNE 18, 2019

As I was sitting in a seminar at the National Academies of Sciences, Engineering, and Medicine the Academies in Washington, DC last month, every phone in the room suddenly buzzed at the same moment—the capital was under a tornado warning. We all looked a teach other, agreed that it was safest to renails where we were, and resumed the meeting—because we had another crisis to confront: the crisis of dementia care.

By 2050, barring major medical advances, nearly 14 million older Americans will be living with Alzheimer's disease, the most common form of dementia-up from 5.8 million in 2019. In the same period, the total cost of caring for individuals with Alzheimer's disease and other forms of dementia is expected to increase from \$200 billion to more than \$1.1 trillion (not accounting for unpaid care). Unfortunately, our health and long-term care workforce is far from prepared to meet the growing need for dementia care.

The mismatch between dementia care needs and workforce capacity was the impetus for the May 23 seminars, Gapt in the Dementia Care Workforce, which was hosted by the Committee on Population at the Academies and supported by the National Institute on Aging. The goals of the seminar were to share current knowledge and identify pressing research opportunities on this topic.

Source: Scales, Kezia. 2019. "It's Time to Build Dementia Care Competency in Direct Care." PHI Blog, June 18. https://phinational.org/its-time-to-build-dementia-care-competency-in-direct-care/.



### Gaps in the Dementia Care Workforce

### Research Update and Data Needs

### Committee on Population (CPOP) Semi-Annual Meeting

May 23, 2019

The Keck Center of the National Academies 500 Fifth Street, NW, Washington, DC 20001

October 14, 2019



This meeting summary was prepared by Rebecca Lazeration, MA, Rose Li and Associates, New, Der Constact to the Machon Institute on Aging MIA, National Institute on Aging MIA, National Institute of Health (DRIV). The views expressed in this document reflect both instituted and collective opinions of the meeting participants and non necessarily those of MA, Alix, or the National Academies. Review of earlier versions of this meeting summary by the following individual is gratefully acknowledged: Clasterib trange, General Facion, Nation y Googno, noth Phillips, Revis Salen, Mannish and Clasterib trange, General Facion, Nation y Googno, noth Phillips, Revis Salen, Mannish and Mannish Mannish

Source: National Institute on Aging (NIA), National Institutes of Health (NIH). 2019. Gaps in the Dementia Care Workforce. Washington, D.C.: NIA. https://www.nia.nih.gov/sites/default/files/2019-11/Seminar-Gaps-Dementia-Workforce-Final-508.pdf.



