

The Direct Care Workforce in the U.S.

- Support older adults and people with disabilities across settings
- Titles vary by occupation, state, and institutional provider
- 4.6 million direct care workers in the U.S.
- Larger than any other single occupation in the U.S.
- Primarily female, largely people of color, increasingly immigrant

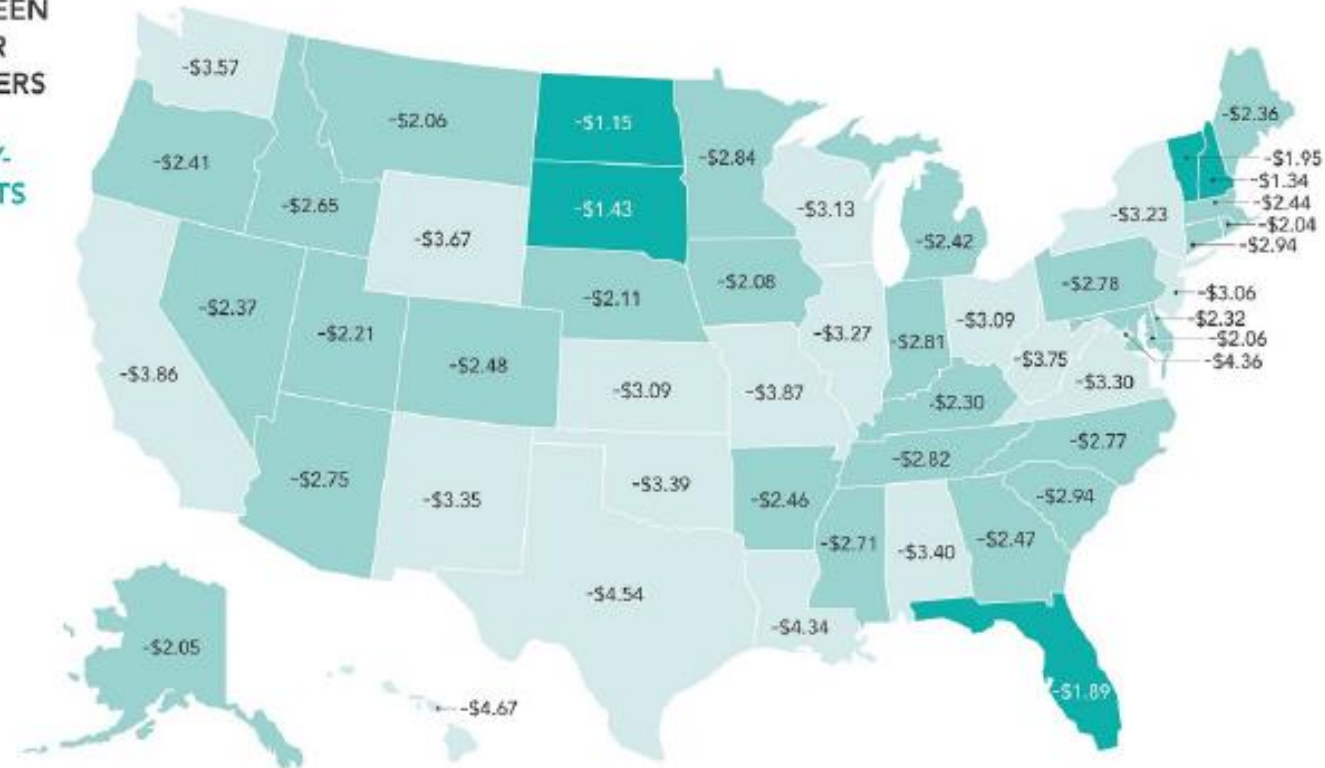
SOURCE: <http://phinational.org/policy-research/key-facts-faq/>

DIRECT CARE WAGES ARE NOT COMPETITIVE WITH SIMILAR OCCUPATIONS

In all 50 states and the District of Columbia, the direct care worker median wage is lower than the median wage for other occupations with similar entry-level requirements, such as janitors, retail salespersons, and customer service representatives.

DIFFERENCES BETWEEN MEDIAN WAGES FOR DIRECT CARE WORKERS AND OCCUPATIONS WITH SIMILAR ENTRY-LEVEL REQUIREMENTS BY STATE, 2019

- -\$1.00 to -\$1.99
- -\$2.00 to -\$2.99
- -\$3.00 or Less



Direct Care Worker Projected Job Openings, 2019 to 2029

LABOR FORCE EXITS

3,330,000

OCCUPATIONAL TRANSFERS

2,821,000

GROWTH

1,276,400

SOURCE: PHI. "Workforce Data Center." Last modified March 19, 2021.
<http://phinational.org/policy-research/workforce-data-center/>

