



STATE-BY-STATE PROJECTED DEMAND FOR DIRECT-CARE WORKERS, 2010-2020

State/Occupation Title	2010 Estimated Employment	2020 Projected Employment	Percent Change 2010-2020	New Openings Over Decade*
UNITED STATES (see note 1)				
Home Health Aides	1,017,700	1,723,900	69%	837,500
Nursing Aides, Orderlies, & Attendants	1,505,300	1,807,200	20%	496,100
Personal Care Aides	861,000	1,468,000	70%	675,200
All DCWS	3,384,000	4,999,100	48%	2,008,800
All Occupations			14%	
ALASKA (see note 2)				
Home Health Aides	1,843	2,537	38%	1,116
Nursing Assistants	1,965	2,475	26%	960
Personal Care Aides	3,692	5,167	40%	2,763
All DCWS	7,500	10,179	36%	4,839
All Occupations			12%	
ALABAMA				
Home Health Aides	11,370	19,230	69%	9,300
Nursing Aides, Orderlies, & Attendants	22,760	27,110	19%	7,300
Personal Care Aides	4,200	7,190	71%	3,350
All DCWS	38,330	53,530	40%	19,950
All Occupations			14%	
ARKANSAS				
Home Health Aides	9,036	11,190	24%	3,320
Nursing Aides, Orderlies, & Attendants	19,866	21,447	8%	4,140
Personal Care Aides	10,397	13,280	28%	3,700
All DCWS	39,299	45,917	17%	11,160
All Occupations			7%	
ARIZONA				
Home Health Aides	21,392	30,468	42%	11,840
Nursing Aides, Orderlies, & Attendants	18,990	23,200	22%	6,660
Personal Care Aides	12,737	18,443	45%	6,720
All DCWS	53,119	72,111	36%	25,220
All Occupations			21%	

CALIFORNIA				
Home Health Aides	61,100	93,100	52%	39,900
Nursing Aides, Orderlies, & Attendants	109,500	134,100	22%	38,800
Personal Care Aides	324,700	462,900	43%	163,900
All DCWS	495,300	690,100	39%	242,600
All Occupations			16%	
COLORADO (see note 3)				
Home Health Aides	14,133	23,329	65%	11,020
Nursing Aides, Orderlies, & Attendants	18,841	23,569	25%	7,160
Personal Care Aides	13,819	22,326	62%	9,610
All DCWS	46,793	69,224	48%	27,790
All Occupations			17%	
CONNECTICUT				
Home Health Aides	10,533	14,343	36%	5,170
Nursing Aides, Orderlies, & Attendants	23,304	25,848	11%	5,550
Personal Care Aides	15,794	24,162	53%	9,620
All DCWS	49,631	64,353	30%	20,340
All Occupations			10%	
DISTRICT OF COLUMBIA (see note 4)				
Home Health Aides	2,706	4,179	54%	1,740
Nursing Aides, Orderlies, & Attendants	3,022	3,421	13%	700
Personal Care Aides	1,225	1,551	27%	480
All DCWS	6,953	9,151	32%	2,920
All Occupations			11%	
DELAWARE				
Home Health Aides	2,108	2,722	29%	890
Nursing Aides, Orderlies, & Attendants	5,533	6,609	19%	1,790
Personal Care Aides	583	713	22%	180
All DCWS	8,224	10,044	22%	2,860
All Occupations			11%	
FLORIDA (see note 5)				
Home Health Aides	29,638	40,166	36%	16,860
Nursing Aides, Orderlies, & Attendants	90,283	105,594	17%	30,420
Personal Care Aides	17,216	23,242	35%	8,820
All DCWS	137,137	169,002	23%	56,100
All Occupations			12%	
GEORGIA (see note 4)				
Home Health Aides	11,010	18,220	65%	8,200
Nursing Aides, Orderlies, & Attendants	37,930	48,800	29%	14,300
Personal Care Aides	9,430	13,120	39%	5,300
All DCWS	58,370	80,140	37%	27,800
All Occupations			13%	

HAWAII				
Home Health Aides	1,530	2,410	58%	1,100
Nursing Aides, Orderlies, & Attendants	4,910	5,990	22%	1,700
Personal Care Aides	5,650	8,700	54%	3,600
All DCWS	12,090	17,100	41%	6,400
All Occupations			12%	
IOWA				
Home health aides	10,650	16,175	52%	6,850
Nursing aides, orderlies, & attendants	23,225	26,935	16%	6,700
Personal Care Aides	5,785	9,515	64%	4,200
All DCWS	39,660	52,625	33%	17,750
All Occupations			52%	
IDAHO				
Home Health Aides	3,637	6,056	67%	2,890
Nursing Aides, Orderlies, & Attendants	7,321	9,470	29%	3,090
Personal Care Aides	6,092	9,894	62%	4,280
All DCWS	17,050	25,420	49%	10,260
All Occupations			17%	
ILLINOIS				
Home Health Aides	34,616	49,037	42%	18,880
Nursing Aides, Orderlies, & Attendants	60,324	64,962	8%	12,420
Personal Care Aides	25,356	33,707	33%	10,360
All DCWS	120,296	147,706	23%	41,660
All Occupations			9%	
INDIANA				
Home Health Aides	17,395	29,650	70%	14,500
Nursing Aides, Orderlies, & Attendants	35,404	42,528	20%	11,690
Personal Care Aides	14,271	24,673	73%	11,530
All DCWS	67,070	96,851	44%	37,720
All Occupations			14%	
KANSAS				
Home Health Aides	8,352	13,228	58%	5,953
Nursing Aides, Orderlies, & Attendants	20,346	23,628	16%	5,906
Personal Care Aides	17,898	27,462	53%	10,982
All DCWS	46,596	64,318	38%	22,841
All Occupations			12%	
KENTUCKY				
Home Health Aides	3,750	6,310	68%	3,100
Nursing Aides, Orderlies, & Attendants	25,440	30,470	20%	8,300
Personal Care Aides	6,820	11,430	68%	5,100
All DCWS	36,010	48,210	34%	16,500
All Occupations			12%	

LOUISIANA				
Home Health Aides	13,230	20,480	55%	9,000
Nursing Aides, Orderlies, & Attendants	24,830	29,080	17%	7,400
Personal Care Aides	19,240	27,870	45%	10,100
All DCWS	57,300	77,430	35%	26,500
All Occupations			14%	
MASSACHUSETTS				
Home Health Aides	17,440	26,806	54%	11,620
Nursing Aides, Orderlies, & Attendants	41,786	49,883	19%	13,490
Personal Care Aides	21,855	31,779	45%	11,650
All DCWS	81,081	108,468	34%	36,760
All Occupations			15%	
MARYLAND				
Home Health Aides	11,570	18,420	59%	8,345
Nursing Aides, Orderlies, & Attendants	31,645	39,435	25%	11,875
Personal Care Aides	9,525	14,685	54%	5,910
All DCWS	52,740	72,540	38%	26,130
All Occupations			12%	
MAINE				
Home Health Aides	4,662	5,760	24%	1,700
Nursing Aides, Orderlies, & Attendants	9,904	10,935	10%	2,310
Personal Care Aides	6,578	8,033	22%	1,980
All DCWS	21,144	24,728	17%	5,990
All Occupations			5%	
MICHIGAN				
Home Health Aides	35,400	54,310	53%	23,480
Nursing Aides, Orderlies, & Attendants	50,400	57,320	14%	13,420
Personal Care Aides	14,720	20,900	42%	7,350
All DCWS	100,520	132,530	32%	44,250
All Occupations			8%	
MINNESOTA				
Home Health Aides	38,397	58,991	54%	25,540
Nursing Aides, Orderlies, & Attendants	32,776	37,810	15%	9,260
Personal Care Aides	44,318	71,897	62%	31,090
All DCWS	115,491	168,698	46%	65,890
All Occupations			13%	
MISSOURI				
Home Health Aides	13,865	18,408	33%	6,330
Nursing Aides, Orderlies, & Attendants	40,804	45,865	12%	10,320
Personal Care Aides	20,928	27,759	33%	8,490
All DCWS	75,597	92,032	22%	25,140
All Occupations			9%	

MISSISSIPPI (see note 4)				
Home Health Aides	4,290	6,430	50%	2,550
Nursing Aides, Orderlies, & Attendants	21,020	25,430	21%	6,500
Personal Care Aides	4,340	5,380	24%	1,600
All DCWS	29,650	37,240	26%	10,650
All Occupations			13%	
MONTANA				
Home Health Aides	4,012	5,278	32%	1,670
Nursing Aides, Orderlies, & Attendants	6,486	7,330	13%	1,490
Personal Care Aides	2,840	3,567	26%	1,080
All DCWS	13,338	16,175	21%	4,240
All Occupations			12%	
NORTH CAROLINA				
Home Health Aides	55,560	67,570	22%	19,200
Nursing Aides, Orderlies, & Attendants	47,810	52,710	10%	11,100
Personal Care Aides	14,700	19,290	31%	5,800
All DCWS	118,070	139,570	18%	36,100
All Occupations			11%	
NORTH DAKOTA				
Home Health Aides	2,041	2,840	39%	1,060
Nursing Aides, Orderlies, & Attendants	6,736	7,498	11%	1,630
Personal Care Aides	**	**	**	**
All DCWS	8,777	10,338	18%	2,690
All Occupations			18%	
NEBRASKA				
Home Health Aides	**	**	**	**
Nursing Aides, Orderlies, & Attendants	15,591	17,377	11%	3,800
Personal Care Aides	3,539	4,619	31%	1,360
All DCWS	19,130	21,996	15%	5,160
All Occupations			13%	
NEW HAMPSHIRE				
Home Health Aides	2,309	3,750	62%	1,740
Nursing Aides, Orderlies, & Attendants	8,647	10,405	20%	2,880
Personal Care Aides	3,865	6,051	57%	2,500
All DCWS	14,821	20,206	36%	7,120
All Occupations			10%	
NEW JERSEY				
Home Health Aides	31,300	44,700	43%	17,400
Nursing Aides, Orderlies, & Attendants	53,500	61,300	15%	14,600
Personal Care Aides	11,700	14,700	26%	3,900
All DCWS	96,500	120,700	25%	35,900
All Occupations			8%	

NEW MEXICO				
Home Health Aides	8,231	13,176	60%	6,000
Nursing Aides, Orderlies, & Attendants	7,508	9,104	21%	2,570
Personal Care Aides	17,778	27,193	53%	10,830
All DCWS	33,517	49,473	48%	19,400
All Occupations			16%	
NEVADA				
Home Health Aides	4,336	5,882	36%	2,110
Nursing Aides, Orderlies, & Attendants	4,885	5,657	16%	1,400
Personal Care Aides	6,118	8,451	38%	2,810
All DCWS	15,339	19,990	30%	6,400
All Occupations			12%	
NEW YORK				
Home Health Aides	138,790	200,650	45%	79,800
Nursing Aides, Orderlies, & Attendants	102,560	112,930	10%	23,600
Personal Care Aides	128,230	191,480	49%	73,500
All DCWS	369,580	505,060	37%	176,900
All Occupations			9%	
OHIO				
Home Health Aides	69,420	107,930	55%	47,470
Nursing Aides, Orderlies, & Attendants	75,240	85,220	13%	19,680
Personal Care Aides	17,530	26,140	49%	9,990
All DCWS	162,190	219,290	35%	77,140
All Occupations			9%	
OKLAHOMA				
Home Health Aides	8,910	14,860	67%	7,100
Nursing Aides, Orderlies, & Attendants	19,930	24,700	24%	7,300
Personal Care Aides	8,800	14,730	67%	6,600
All DCWS	37,640	54,290	44%	21,000
All Occupations			14%	
OREGON				
Home Health Aides	8,176	11,717	43%	4,824
Nursing Aides, Orderlies, & Attendants	13,101	17,065	30%	5,910
Personal Care Aides	8,359	10,755	29%	3,153
All DCWS	29,636	39,537	33%	13,887
All Occupations			18%	
PENNSYLVANIA (see note 4)				
Home Health Aides	54,110	66,380	23%	17,110
Nursing Aides, Orderlies, & Attendants	80,590	88,440	10%	15,060
Personal Care Aides	37,190	45,570	23%	14,680
All DCWS	171,890	200,390	17%	46,850
All Occupations			2%	

RHODE ISLAND				
Home Health Aides	4,610	6,479	41%	2,464
Nursing Aides, Orderlies, & Attendants	9,360	10,809	15%	2,656
Personal Care Aides	2,978	4,294	44%	1,552
All DCWS	16,948	21,582	27%	6,672
All Occupations			11%	
SOUTH CAROLINA				
Home Health Aides	**	**	**	**
Nursing Aides, Orderlies, & Attendants	20,316	25,397	25%	7,700
Personal Care Aides	8,304	13,303	60%	5,660
All DCWS	28,620	38,700	35%	13,360
All Occupations			14%	
SOUTH DAKOTA				
Home Health Aides	780	945	21%	240
Nursing Aides, Orderlies, & Attendants	4,335	4,895	13%	990
Personal Care Aides	2,310	2,985	29%	960
All DCWS	7,425	8,825	19%	2,190
All Occupations			9%	
TENNESSEE (see note 4)				
Home Health Aides	13,700	21,800	59%	9,450
Nursing Aides, Orderlies, & Attendants	30,710	35,800	17%	8,150
Personal Care Aides	14,070	18,950	35%	6,650
All DCWS	58,480	76,550	31%	24,250
All Occupations			6%	
TEXAS				
Home Health Aides	82,420	123,970	50%	52,200
Nursing Aides, Orderlies, & Attendants	94,090	118,710	26%	36,800
Personal Care Aides	133,820	199,970	49%	76,750
All DCWS	310,330	442,650	43%	165,750
All Occupations			20%	
UTAH				
Home Health Aides	3,530	5,760	63%	2,700
Nursing Aides, Orderlies, & Attendants	10,370	13,320	28%	4,300
Personal Care Aides	3,090	5,080	64%	2,200
All DCWS	16,990	24,160	42%	9,200
			24%	
VERMONT				
Home Health Aides	927	1,299	40%	490
Nursing Aides, Orderlies, & Attendants	3,149	3,349	6%	610
Personal Care Aides	7,973	11,595	45%	4,250
All DCWS	12,049	16,243	35%	5,350
All Occupations			8%	

VIRGINIA				
Home Health Aides	13,369	23,539	76%	11,890
Nursing Aides, Orderlies, & Attendants	**	**	**	**
Personal Care Aides	23,440	41,721	78%	20,140
All DCWS	36,809	65,260	77%	32,030
All Occupations			18%	
WASHINGTON				
Home Health Aides	9,755	12,363	27%	4,020
Nursing Aides, Orderlies, & Attendants	24,911	29,965	20%	8,575
Personal Care Aides	26,961	33,848	26%	9,275
All DCWS	61,627	76,176	24%	21,870
All Occupations			15%	
WISCONSIN				
Home Health Aides	**	**	**	**
Nursing Aides, Orderlies, & Attendants	37,980	44,270	17%	8,800
Personal Care Aides	31,130	42,600	37%	13,940
All DCWS	69,110	86,870	26%	22,740
All Occupations			12%	
WEST VIRGINIA				
Home Health Aides	7,076	10,418	47%	4,250
Nursing Aides, Orderlies, & Attendants	8,481	9,660	14%	2,270
Personal Care Aides	8,332	11,916	43%	4,240
All DCWS	23,889	31,994	34%	10,760
All Occupations			5%	
WYOMING (see note 2)				
Home Health Aides	660	782	18%	880
Nursing Aides, Orderlies, & Attendants	3,208	4,016	25%	4,230
Personal Care Aides	1,619	2,278	41%	2,810
All DCWS	5,487	7,076	29%	7,920
All Occupations			15%	

* New openings include openings due to growth and replacement.

** Data not available

Notes

1. U.S. projections numbers do not represent total of state projections.
2. In Alaska, SOC code 31-1012 has been replaced by 31-1014 for Nursing Assistants.
3. CO and WY projections are for 2011-2021.
4. DC, GA, MS, PA, TN projections are for 2008-2018.
5. FL projections are for 2012-2020.

Sources: PHI analysis of 2010-20 occupational employment projections available from each state labor department. The U.S. projections are from the U.S. Department of Labor/Bureau of Labor Statistics, Employment Projections Program. Statistics are reported for the following occupations: Home Health Aides (SOC 31-1011); Nursing Aides, Orderlies, and Attendants (SOC 31-1012); Personal Care Aides (SOC 39-9021).

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