

## STATE PROFILE

## North Dakota

## Direct Care Workforce State Index Ranking

North Dakota

31 / 51

Tier 3: 26-38

## KEY STATE CHARACTERISTICS

13,980

Number of Direct Care  
Workers, 2022

4,360

Direct Care Workforce  
Growth, 2022 - 2032

21,900

Direct Care Workforce Total  
Job Openings, 2022 - 2032

83%

Women, 2022

22%

People of Color, 2022

19%

Immigrants, 2022

## Worker Supportive Policies Index

43 / 51

### Direct Care Workforce Policies

State policies that improve direct care worker compensation, training, and access to employment (via matching service registries).

|   | Score | Year |
|---|-------|------|
| Personal Care Aide Training Standards Key Provisions        | 6/10  | 2024 |
| Home Health Aide Training Standards Exceed Federal Minimum  | No    | 2016 |
| Nursing Assistant Training Standards Exceed Federal Minimum | No    | 2016 |
| Dollar-Amount Wage-Pass Through Policy (Current)            | No    | 2024 |
| Percentage Wage-Pass Through Policy (Current)               | No    | 2024 |
| State-Funded Matching Service Registry                      | No    | 2024 |

### Universal Labor Policies

State policies that support all workers ability to access health insurance, take paid time off, collectively bargain, achieve greater economic stability, and access/maintain employment without discrimination.

|   | Score | Year |
|---|-------|------|
| Minimum Wage Exceed Federal Minimum Wage      | No    | 2024 |
| Medicaid Expansion                            | Yes   | 2023 |
| Paid Sick Leave                               | No    | 2024 |
| Paid Family and Medical Leave                 | No    | 2024 |
| Union-Supportive Legal Environments           | No    | 2023 |
| Refundable State Earned Income Tax Credit     | No    | 2023 |
| Non-Refundable State Earned Income Tax Credit | No    | 2023 |
| Protections for LGBTQ+ Workers                | Yes   | 2023 |

## Direct Care Workforce Economic Index

12/51

|                          | Score    | Year |
|--------------------------|----------|------|
| Median Wage              | \$17.57  | 2022 |
| Wage Competitiveness     | -\$2.34  | 2022 |
| Median Personal Earnings | \$26,718 | 2022 |
| Low-Income Household     | 31%      | 2022 |
| Housing Cost-Burdened    | 28%      | 2022 |
| Uninsured                | 15%      | 2022 |