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Force State Index Ranking

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Tier 3: 26-38

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13,200

Direct Care Workforce
Growth, 2022 - 2032

248,400

Direct Care Workforce Total
Job Openings, 2022 - 2032

88%

Women, 2022

41%

People of Color, 2022

8%

Immigrants, 2022

Worker Supportive Policies Index

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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 | 7.67/10 | 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 | Yes | 2024 |
| Medicaid Expansion | Yes | 2023 |
| Paid Sick Leave | No | 2024 |
| Paid Family and Medical Leave | No | 2024 |
| Union-Supportive Legal Environments | Yes | 2023 |
| Refundable State Earned Income Tax Credit | No | 2023 |
| Non-Refundable State Earned Income Tax Credit | Yes | 2023 |
| Protections for LGBTQ+ Workers | Yes | 2023 |

Direct Care Workforce Economic Index

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| | Score | Year |
|--------------------------|----------|------|
| Median Wage | \$14.61 | 2022 |
| Wage Competitiveness | -\$2.78 | 2022 |
| Median Personal Earnings | \$23,973 | 2022 |
| Low-Income Household | 38% | 2022 |
| Housing Cost-Burdened | 32% | 2022 |
| Uninsured | 12% | 2022 |