

Immigrants and the Direct Care Workforce

2018 Update

Immigrants are a valuable part of the direct care workforce, providing critical support to older people and people with disabilities nationwide. Over one million immigrants work in direct care, representing one in four direct care workers. Immigrant direct care workers come from 124 countries and speak 157 languages, and their segment of the workforce grew faster between 2006 and 2016 than that of U.S.-born workers (52 percent versus 34 percent). These workers would benefit from culturally and linguistically competent employment supports, among other workforce support strategies, as well as from additional research and investments in this sector.

Understanding Immigrant Workers in Direct Care

In 2016, 25 percent of the direct care workforce were immigrants, totaling more than one million workers (1,039,838).

Key Questions about Direct Care Workers	Immigrants	U.S. Citizens by Birth
What % are women?	86%	87%
What % speak English “not well” or “not at all”?	30%	5%
What % have a high school diploma or less?	54%	47%
What is their median hourly wage?	\$11.00	\$10.90
What % work full time?	73%	67%
What are their median annual earnings?	\$20,200	\$18,100
What % live in poverty?	12%	17%
What % receive public assistance?	42%	42%

Expanding the View on Immigrant Direct Care Workers



Percent of Immigrant in Direct Care Workforce

CITIZENSHIP STATUS



- U.S. Citizens by Naturalization 15%
- Non-U.S. Citizens 10%
- U.S. Citizens by Birth 75%

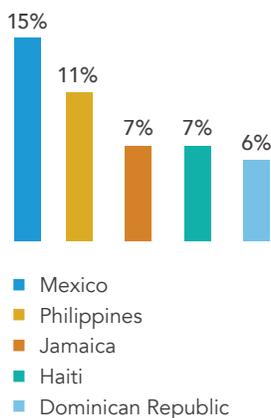
GLOBAL DIVERSITY



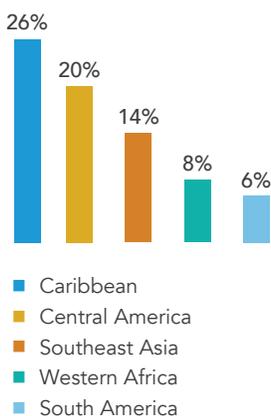
Number of Countries Number of Languages

Expanding the View on Immigrant Direct Care Workers

TOP 5 COUNTRIES OF ORIGIN



TOP 5 REGIONS OF ORIGIN



Supporting Immigrant Workers in Direct Care: Policy and Practice

1. Generate new studies on this sector

Additional research should explore the social, economic, and policy-related barriers facing both documented and undocumented immigrants in the direct care workforce.

2. Promote cultural and linguistic competence

Employers can provide training and other workplace supports that engage immigrants, including those with limited English proficiency, as they integrate into the United States.

3. Form community partnerships

Organizations rooted in immigrant communities can provide a range of valuable supports to these workers—legal and housing assistance, childcare and family-based support, and more.

PHI works to transform eldercare and disability services. We foster dignity, respect, and independence—for all who receive care, and all who provide it. As the nation's leading authority on the direct care workforce, PHI promotes quality direct care jobs as the foundation for quality care.

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The data presented in this fact sheet are from the U.S. Census Bureau and the Division of Occupational Employment Statistics at the U.S. Bureau of Labor Statistics. For detailed citations and information about PHI's methodology for analyzing these data, please contact info@phinational.org.