

## Occupational Projections for Direct-Care Workers 2006–2016

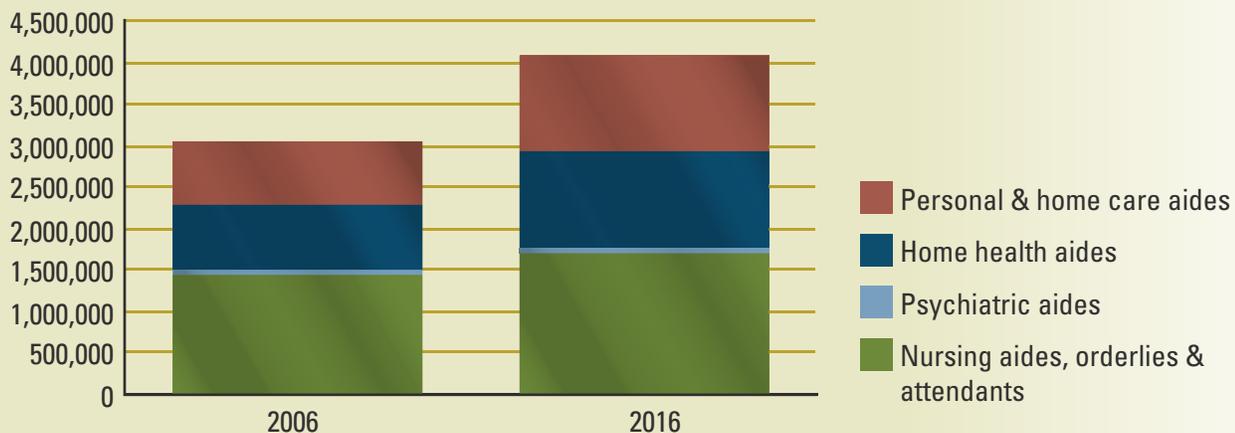
**A**t the end of 2007, the Bureau of Labor Statistics at the U.S. Department of Labor released its latest national occupational projections for the 2006–16 period. In this fact sheet, PHI summarizes the data relating to the direct-care workforce.

Our analysis suggests that demand for direct-care workers (see page 6 for complete definition) over the next decade, particularly in home- and community-based settings, will continue to outpace supply dramatically—unless policy-makers and employers work together to make these jobs competitively attractive compared to other occupations.

### One Million New Jobs

The latest 2006 employment estimate for the direct-care workforce surpasses the 3 million mark and projected demand calls for an *additional 1 million new positions* by 2016. At 4 million, the size of this workforce will exceed: registered nurses (3.1 million), teachers from kindergarten through high school (3.8 million), cooks and food prep workers (3.3 million), fast food & counter workers (3.5 million), waiters and waitresses (2.6 million), and cashiers (3.4 million).

#### Growing Direct-Care Workforce



## Among the Fastest-Growing Occupations

Personal and Home Care Aides and Home Health Aides will be the *second and third fastest-growing occupations* in the country between 2006 and 2016, increasing by 51 percent and 49 percent, respectively. Nursing Aides, Orderlies, and Attendants are expected to increase by 18 percent.

### Top Ten Fastest-Growing Occupations, 2006–2016

	Occupation	Growth rate
1	Network systems and data communications analysts	53.4%
2	<b>Personal and home care aides</b>	<b>50.6%</b>
3	<b>Home health aides</b>	<b>48.7%</b>
4	Computer software engineers	44.6%
5	Veterinary technologists/technicians	41.0%
6	Personal financial advisors	41.0%
7	Makeup artists	39.8%
8	Veterinarians	35.0%
9	Substance abuse and behavioral disorder counselors	34.3%
10	Skin care specialists	34.3%

## Among the Occupations Expected to Add the Most Positions

Personal and Home Care Aides; Home Health Aides; and Nursing Aides, Orderlies, and Attendants also are on the list of *top ten occupations* projected to register the largest numeric growth across the entire economy.

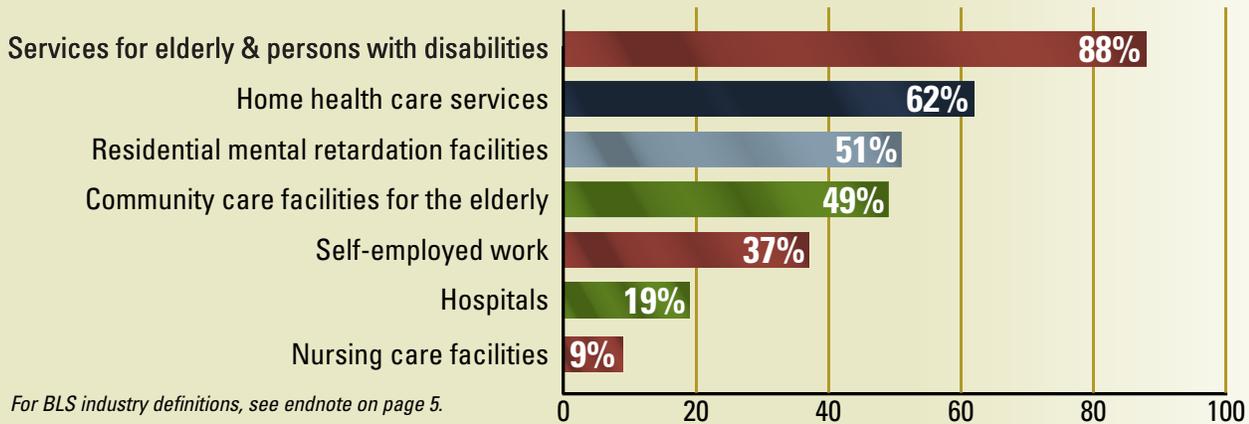
### Top Ten Occupations with the Largest Job Growth, 2006–2016

	Occupation	No. positions to be added
1	Registered nurses	587,000
2	Retail salespersons	557,000
3	Customer service representatives	545,000
4	Combined food prep & serving workers (includes fast food)	452,000
5	Office clerks, general	404,000
6	<b>Personal &amp; home care aides</b>	<b>389,000</b>
7	<b>Home health aides</b>	<b>384,000</b>
8	Postsecondary teachers	382,000
9	Janitors & cleaners, except maids & housekeeping cleaners	345,000
10	<b>Nursing aides, orderlies, and attendants</b>	<b>264,000</b>

## Employment Growth Highest in Home- and Community-Based Care

Looking across the different health care and social assistance industries in which long-term care supports and services are provided, the fastest employment growth for direct-care workers is expected to occur in: services for the elderly and persons with disabilities (88 percent), home health care services (62 percent), residential mental retardation facilities (51 percent), and community care facilities for the elderly (49 percent).

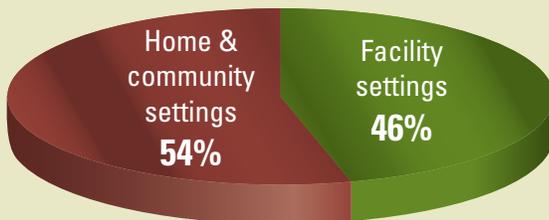
**Projected Change in Direct-Care Worker Employment by Selected Industries, 2006–2016**



## Significant Shift in Employment Settings

**Growth in home- and community-based care** The majority of direct-care workers are now employed in home- and community-based settings, and not in facility-based long-term care settings. The proportion of home- and community-based workers is projected to increase over the next decade. In fact, *home- and community-based direct-care workers are expected to outnumber facility workers by nearly two to one.*

**Where Direct-Care Workers Worked, 2002**



**Where Direct-Care Workers Will Work, 2016**

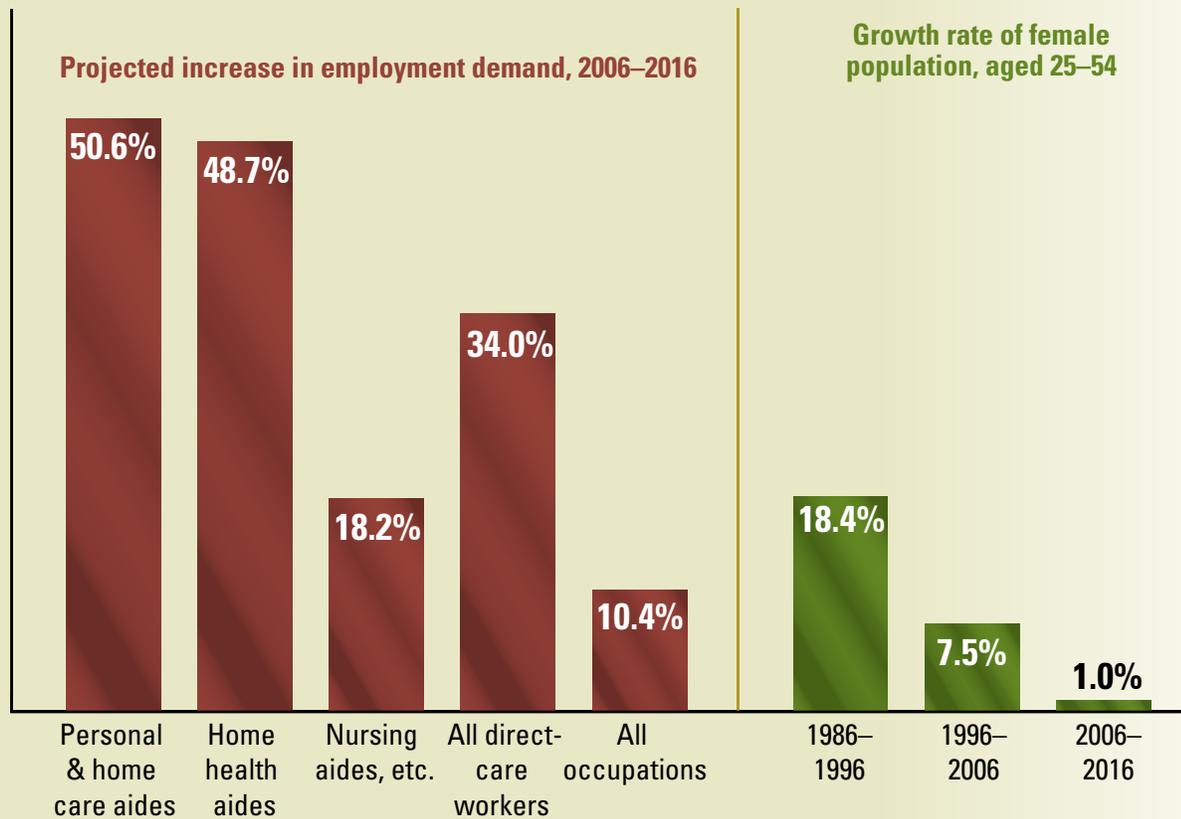


**Growth in consumer-directed care** Nearly a quarter of Personal and Home Care Aides in 2006 are estimated by the BLS to be either directly employed by private households as caregivers or self-employed (i.e., contracted directly by their clients). This is consistent with the growing numbers of consumers who are directly hiring their own workers under consumer-directed programs.

## Demand for Services Growing Faster than Labor Pool

At the same time that overall demand for direct-care workers is projected to increase by 34 percent over the next decade, adding one million openings by 2016, the number of women aged 25–54—the main labor pool from which these workers are drawn—is projected to increase by less than 1 percent, down from over 18 percent just two decades ago.

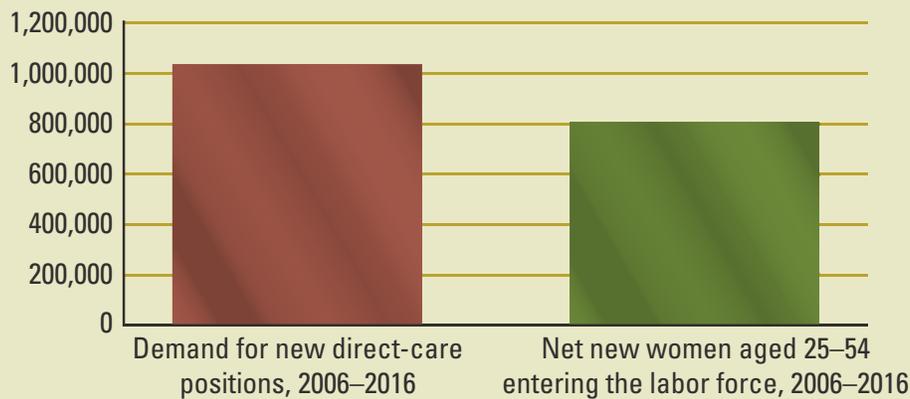
### Demand for Direct-Care Workers Is at an All-Time High but Growth in Core Female Labor Supply Is Now Stagnant



## Pressure Building for Improving the Quality of Direct-Care Jobs

The economy's booming demand for direct-care workers only increases the challenge of how to make direct-care jobs competitive so that they attract enough workers to meet this increased demand, especially at a time when labor force growth is slowing significantly.

### Demand For New Direct-Care Workers Outstrips Number of Females Entering the Labor Force (aged 25–54)



### Endnote

The North American Industry Classification System (NAICS) defines “industry supersectors” within which specific industries are detailed. In 2006, 83 percent of direct-care workers were employed in the Health Care and Social Assistance industry supersector. Within that sector, direct-care workers were concentrated in 7 main industries. In addition to these industries, the NAICS captures direct-care workers who are self-employed, employed by private households, or working in the employment services industry. For industry definitions, see Bureau of Labor Statistics, U.S. Department of Labor, *NAICS Codes and Titles*, available at: <http://www.census.gov/epcd/naics02/naicod02.htm>.

### Sources

U.S. Department of Labor, Bureau of Labor Statistics, *National Employment Matrix, 2002 and projected 2012, and 2006 and projected 2016* for SOC 31-1011, 31-1012, 31-1013, and 39-9021; A. Dohm & L. Shniper (Nov. 2007) “Occupational employment projections to 2016,” *Monthly Labor Review* (Washington, DC: Bureau of Labor Statistics, U.S. Department of Labor); M. Toossi (Nov. 2007) “Labor force projections to 2016,” *Monthly Labor Review* (Washington, DC: Bureau of Labor Statistics, U.S. Department of Labor).

## More Information about Quality Jobs

For information on strategies for improving the quality of direct care jobs, see the “Nine Essential Elements of a Quality Job,” and *Policy Solutions* and *Provider Solutions* at [www.PHInational.org](http://www.PHInational.org).

For more information about the direct-care workforce projections reported in this document contact: Dorie Seavey, PHI Director of Policy Research, [dseavey@PHInational.org](mailto:dseavey@PHInational.org).

*Facts* is a series of short issue briefs and fact sheets on the national and regional status of the direct-care workforce. For more information about PHI and to access other PHI publications see [www.PHInational.org](http://www.PHInational.org)

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### The Direct-Care Workforce

Direct-care workers—including home health aides, personal care aides and certified nurse aides, among others—are our nation’s “frontline” paid caregivers, most of whom serve the elderly and people with disabilities within our country’s long-term care system. The majority of these staff work in the consumer’s own home, or in residential settings such as nursing homes and assisted living facilities. A smaller portion of these staff work in acute care settings, such as hospitals and clinics.

The logo consists of the letters "PHI" in a bold, white, sans-serif font, centered within a dark grey square.

PHI ([www.PHInational.org](http://www.PHInational.org)) works to improve the lives of people who need home and residential care—and the lives of the workers who provide that care. Using our workplace and policy expertise, we help consumers, workers, and employers improve long-term care by creating quality direct-care jobs. Our goal is to ensure caring, stable relationships between consumers and workers, so that both may live with dignity, respect, and independence.

