

Occupational Projections for Direct-Care Workers 2010–2020

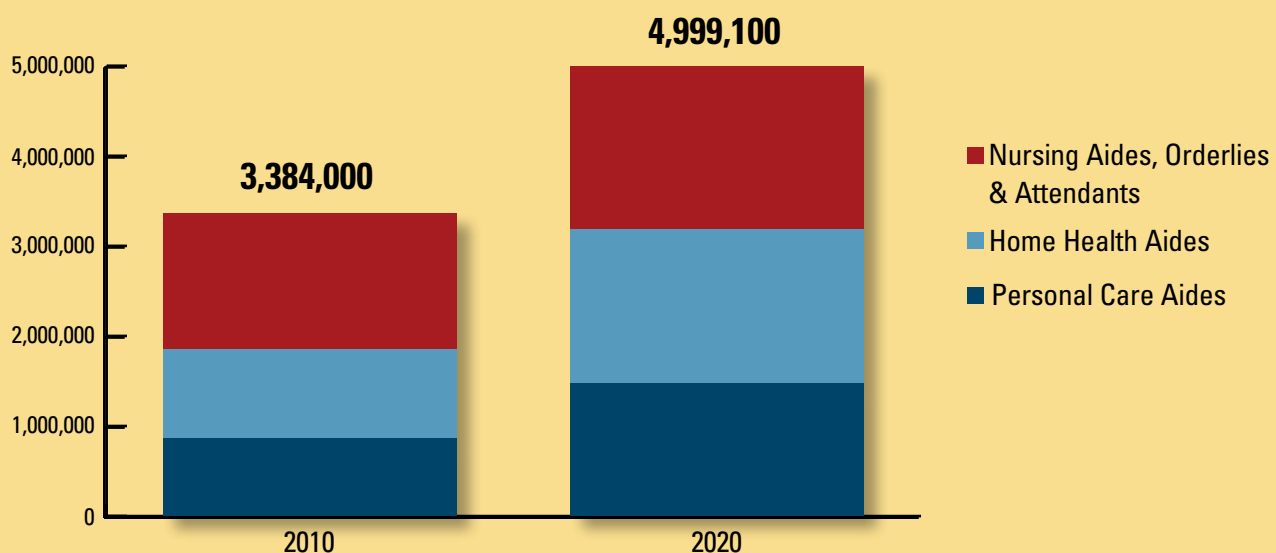
In this fact sheet, PHI summarizes the latest national occupational projections (2010–2020) relating to the direct-care workforce released by the Bureau of Labor Statistics at the U.S. Department of Labor.

Our analysis indicates that demand for direct-care workers (including nursing aides, home health aides, and personal care aides)¹ over the current decade, particularly in home and community-based settings, will continue to outpace supply dramatically—unless policymakers and employers work together to make these jobs competitively attractive compared to other occupations.

Five Million Jobs by 2020

The latest 2010 employment estimate for the direct-care workforce surpasses 3.3 million and projected demand calls for an *additional 1.6 million new positions by 2020*.

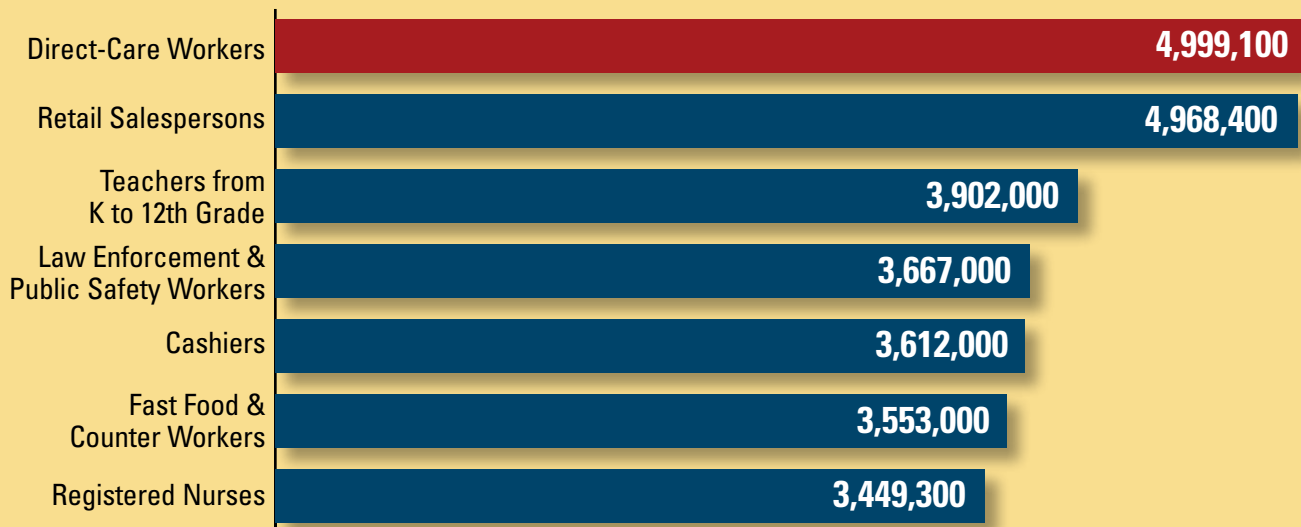
Direct-Care Workforce to Approach 5 Million by 2020



Historic Proportions

The direct-care workforce is projected to be larger than any other occupational grouping in the country by 2020. Direct-care workers are expected to exceed teachers from kindergarten through high school (3.9 million), all law enforcement and public safety workers (3.7 million), and registered nurses (3.4 million).

Largest Occupational Groups in U.S., 2020



Fastest-Growing Occupations

Personal Care Aides and Home Health Aides are projected to be the *fastest-growing occupations* in the country between 2010 and 2020, increasing by 71 percent and 69 percent, respectively. Nursing Aides, Orderlies and Attendants are expected to increase by 20 percent.

Ten Fastest-Growing Jobs, 2010–2020

Rank	Occupation	Growth Rate
1	Personal Care Aides	70.5%
2	Home Health Aides	69.4%
3	Biomedical Engineers	61.7%
4	Helpers—Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	60.1%
5	Helpers—Carpenters	55.7%
6	Veterinary Technologists and Technicians	52.0%
7	Reinforcing Iron and Rebar Workers	48.6%
8	Physical Therapist Assistants	45.7%
9	Helpers—Pipelayers, Plumbers, Pipefitters, and Steamfitters	45.4%
10	Meeting, Convention, and Event Planners	43.7%

Generating the Most New Jobs

Personal Care Aides and Home Health Aides also are on the list of *top ten occupations* projected to register the largest numeric growth across the entire economy. Nursing Aides, Orderlies, and Attendants are ranked number 11, just below postsecondary teachers.

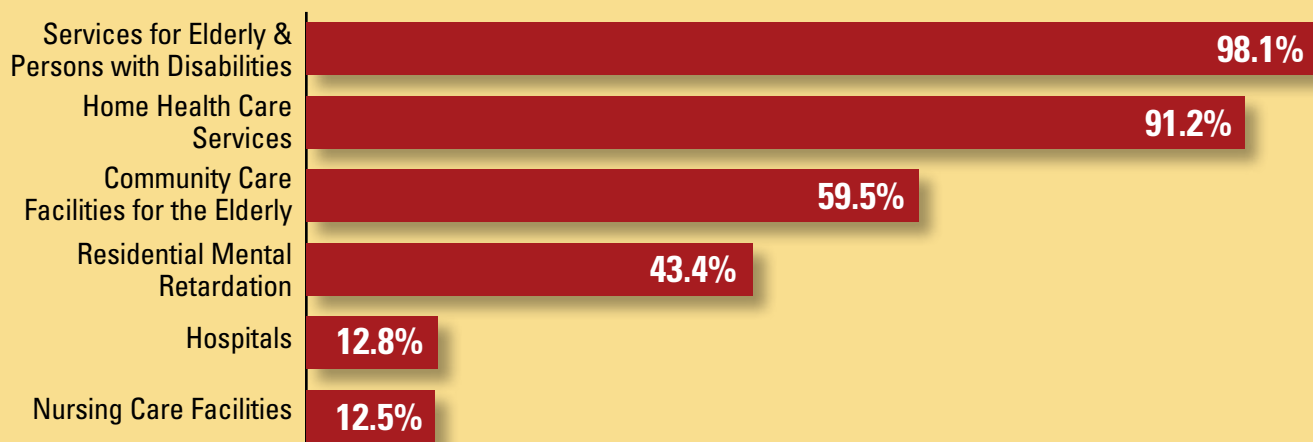
Occupations Adding the Most New Jobs, 2010–2020

Rank	Occupation	New Jobs
1	Registered Nurses	711,900
2	Retail Salespersons	706,800
3	Home Health Aides	706,300
4	Personal Care Aides	607,000
5	Office Clerks, general	489,500
6	Prep. & Serving Workers, including fast food	398,000
7	Customer Service Representatives	338,400
8	Heavy and Tractor-Trailer Truck Drivers	330,100
9	Laborers and Freight, Stock and Material Movers, Hand	319,100
10	Postsecondary Teachers	305,700
11	Nursing Aides, Orderlies, & Attendants	302,000

Employment Growth Highest in Home and Community-Based Care

Looking across the different health care and social assistance industries in which long-term care services and supports are provided, the fastest employment growth for direct-care workers is expected to occur in: services for the elderly and persons with disabilities (98 percent), home health care services (91 percent), community care facilities for the elderly (60 percent), and residential mental retardation facilities (43 percent).²

Projected Growth in Direct-Care Worker Employment by Selected Industries,* 2010–2020



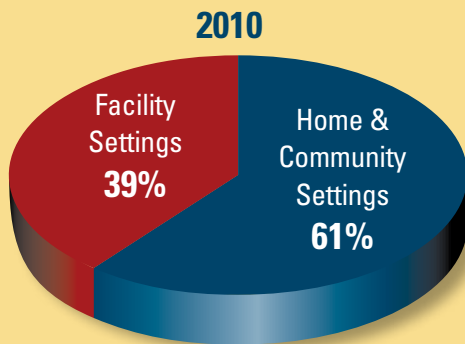
* For BLS industry definitions, see endnote 2.

Significant Shift in Employment Settings

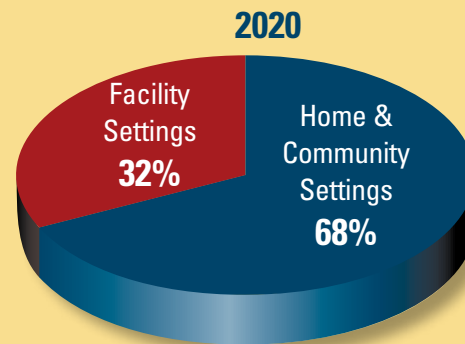
Growth in home and community-based care. The majority of direct-care workers are now employed in home and community-based settings, and not in facilities.

By 2020, home and community-based direct-care workers are expected to outnumber facility workers by more than two to one.

Where Direct-Care Workers Worked



Where Direct-Care Workers Will Work

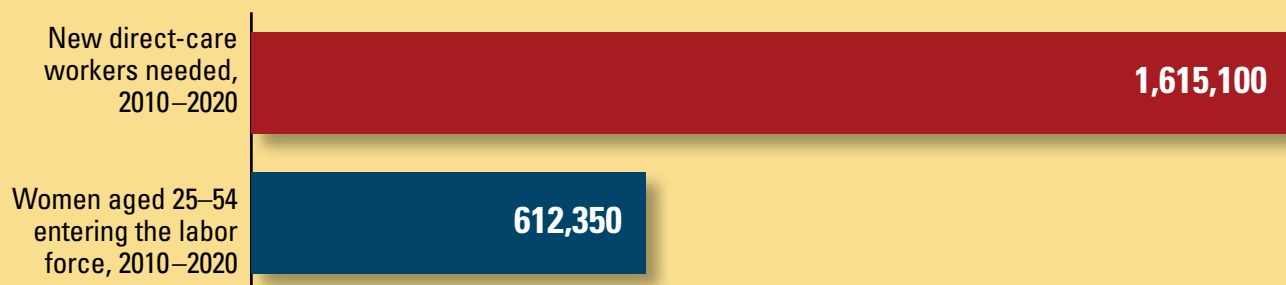


Growth in consumer-directed care. PHI estimates that approximately 800,000 independent providers are employed across the country in public programs that provide personal care services—reflecting significant growth in the participant-directed model of delivery for long-term services and supports. These independent providers are not captured by the Bureau of Labor Statistics' surveys of businesses, as they are employed directly by participants.³

Demand for Services Growing Faster than Labor Pool

Overall demand for direct-care workers is projected to increase by 48 percent over the next decade, adding 1.6 million new positions by 2020. At the same time, the number of women aged 25–54—the main labor pool from which direct-care workers are drawn—is projected to increase by only 1 percent. In sharp contrast, during the period 1988 to 1998, this same age group of women increased at a double-digit rate—14 percent—thereby providing an ever-expanding labor pool.

Demand for New Workers Outstrips Number of Women Entering Labor Force (aged 25–54)



Action Is Needed

Pressure is building for improving the quality of direct-care jobs. The economy's booming demand for direct-care workers—particularly home health and personal care aides—only increases the challenge. Making these jobs competitive is essential to attracting enough workers, especially at a time when labor force growth is slowing significantly.

Since public funding accounts for roughly 70 percent of spending on long-term services and supports, action by federal and state policymakers is needed to ensure that the workers delivering the services receive decent wages and benefits along with high-quality training. The growth of the home and community-based sector, in which aides tend to earn lower wages and have fewer benefits than in facility-based settings, demands particular attention.

Endnotes

- 1 Direct-care workers—including home health aides, personal care aides and certified nurse aides, among others—are our nation's paid caregivers, most of whom serve consumers within our country's eldercare/disability services system. The majority of these staff work in the consumer's 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.
- 2 According to the North American Industry Classification System (NAICS) direct-care workers are concentrated in four main industries: home health care, hospitals, nursing and residential care, and services for the elderly and persons with disabilities. 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 U.S. Department of Labor, Bureau of Labor Statistics, NAICS Codes and Titles, available at: <http://www.census.gov/epcd/naics02/naicod02.htm>.
- 3 The number of independent providers (IPs) employed in publicly funded long-term care programs is estimated using PHI's counts of independent providers in 18 states, which are available at the PHI State Data Center: www.PHInational.org/statedata.

Data Sources

U.S. Department of Labor (DOL), Bureau of Labor Statistics (BLS), *National Employment Matrix, 2010 and projected 2020* for SOC 31-1011, 31-1012, and 39-9021; C.B. Lockard & M.Wolf (Jan. 2012) "Occupational employment projections to 2020," *Monthly Labor Review* (Washington, DC: DOL/BLS); M. Toossi (Jan. 2012) "Labor force projections to 2020," *Monthly Labor Review* (Washington, DC: DOL/BLS).

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

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For more information on the direct-care workforce, contact Director of Policy Research Dr. Dorie Seavey, at dseavey@PHInational.org or Policy Research Analyst Abby Marquand at amarquand@phinational.org. Additionally, please visit our PHI PolicyWorks website at: www.PHInational.org/policy.

PHI

PHI (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, employers, and policymakers improve eldercare/disability services 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.

