Direct Care Workers & Respite Care: Framing the Challenges

Robert Espinoza, Vice President of Policy
First, our story.
Our Approach

360° perspective

CONSULTING
Training, coaching, curricula

RESEARCH
Reports, policy analysis

ADVOCACY
Federal, state, local
Our Approach
360° perspective

CONSULTING
Training, coaching, curricula

RESEARCH
Reports, policy analysis

ADVOCACY
Federal, state, local

Our Knowledge
25 years

ORIGINAL DATA
Regular, reliable findings

NYC HOME CARE SYSTEM
Home care co-op, disability services, managed care

PROVIDERS
Rural, urban, nationwide
We believe that caring, committed relationships between direct care workers and their clients are at the heart of quality care. Those relationships work best when direct care workers receive high-quality training, living wages, and respect for the central role they play.
Now, a look at the workforce.
4.4 million
Number of direct care workers across all settings
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Number of direct care workers across all settings

88 million
Projected population of people age 65 and older in 2050
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Number of direct care workers across all settings

88 million
Projected population of people age 65 and older in 2050

5.2 million
Number of direct care workers needed by 2024
U.S. Home Care Workers

2.4 million
Home care workers in the U.S.
2.4 million
Home care workers in the U.S.

89%
Women

58%
People of color

24%
Immigrants

53%
Completed high school
89% Women
58% People of color
24% Immigrants
53% Completed high school

2.4 million
Home care workers in the U.S.

$10.49 Median hourly wage
$13,800 Median annual income
89% Women
58% People of color
24% Immigrants
53% Completed high school

$10.49 Median hourly wage
$13,800 Median annual income
23% Poverty rate

2.4 million Home care workers in the U.S.
This is where we come in.
Home and community-based services

Growing demand for long-term care

Increased acuity and chronic conditions

A shortage in direct care workers
THE TRENDS

Home and community-based services
Growing demand for long-term care
Increased acuity and chronic conditions
A shortage in direct care workers

THE GOALS

Quality care through quality jobs
Avoid emergency department visits
Prevent unnecessary re-hospitalizations
Reduce turnover, limit high costs
The Care Gap

- Expanded Access to Home Care
- Fewer Authorized Hours
- Rural Challenges
- Inadequate Reimbursement
- Collaboration and Ingenuity
ENHANCED RECRUITMENT
Unemployed workers, expand the labor force, informal networks

HIGH-QUALITY TRAINING
Adult learner-centered, communication, eLearning

ADVANCED ROLES
Peer mentorship, on-call aides, technology support

RETENTION SUPPORTS
Peer mentorship, access to benefits
#60CaregiverIssues
#60CaregiverIssues

60 ideas to help solve the workforce shortage in home care.

One idea at a time
AS THE CAREGIVER SHORTAGE WORSENS, WE PROPOSE SOLUTIONS.
Growing workforce shortage; “caregiving crisis”

- Reports of vacancies, more media stories
- PHI data: More than 1 million new jobs needed by 2024
- Affects elders, people with disabilities, families, providers
Social media and public education

- Twitter and social media dominate public conversation
- People digest info in multi-media formats
- Goal = reach policy thinkers in aging, workforce and long-term care
60 CAREGIVER ISSUES.

60CAREGIVERISSUES.ORG
AMERICA HAS A CAREGIVING CRISIS.
JOIN PHI AS WE LOOK FOR ANSWERS. >>

60CaregiverIssues.org | #60CaregiverIssues
By 2024, the state of Wisconsin will need 20,000 more home care workers to support its growing population of older adults. But low pay, few benefits, and an increasingly severe care gap in rural areas will make it hard to attract the workforce the state needs — leaving too many families without support. Our new #60CaregiverIssues report takes a deep dive into the state’s home care workforce.

ENHANCE ACCESS TO RURAL HOME CARE.

Home care in Wisconsin is challenging, especially in rural areas, where direct care workers are in short supply and often travel long distances to reach clients. Read our in-depth report.

60CAREGIVERISSUES.ORG
380,000+ Twitter Users

1.2 million Twitter Impressions

16,000+ Website Page Views

20 publications (“issues”)
The future of U.S. caregiving: High demand, scarce workers

Provider
Caregiver Shortage Reaches Critical Stage

Finding Solutions to the Growing Caregiver Crisis

Miami Herald
The elderly and the disabled wait desperately, helplessly for care that isn’t coming

The Huffington Post
8 Signs the Shortage in Paid Caregivers Is Getting Worse

The Hill
The workforce shortage has reached long-term care. We should act