

DIRECT CARE, SUPPORTS & SERVICE WORKERS SURVEY

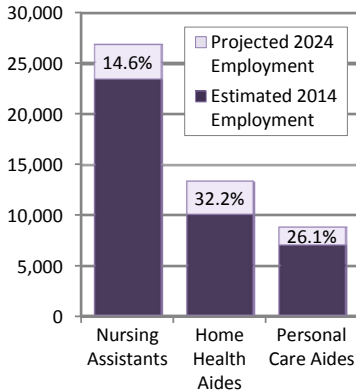
Iowa CareGivers partnered with Iowa Workforce Development to learn more about the workforce in Iowa that provides direct care, supports & services.

Employers across Iowa assign more than 30 different job titles to direct care, supports & service occupations. For reporting consistency, we asked employers to categorize positions into the following occupational titles as defined by the **U.S. Department of Labor, Bureau of Labor Statistics**:

- Home Health Aides -** Provide routine individualized healthcare, such as, changing bandages and dressing wounds and applying topical medications to the elderly, convalescents or persons with disabilities at the patient's home or in a care facility. Monitor or report changes in health status. May also provide personal care such as bathing, dressing and grooming of patient.
- Nursing Assistants -** Provide basic patient care under direction of nursing staff. Perform duties such as feed, bathe, dress, groom, move patients or change linens. May transfer or transport patients. Includes nursing care attendants, nursing aides and nursing attendants.
- Personal Care Aides -** Assist the elderly, convalescents or persons with disabilities with daily living activities at the person's home or in a care facility. Duties performed at a place of residence may include keeping house (making beds, doing laundry and washing dishes) and preparing meals. May provide assistance at non-residential care facilities. May advise families, the elderly, convalescents and persons with disabilities regarding such things as nutrition, cleanliness, and household activities.

SUMMARY

ESTIMATED EMPLOYMENT & PROJECTED GROWTH RATE²



ENTRY TO EXPERIENCED LEVEL WAGES³

NURSING ASSISTANTS
\$10.00-\$13.22/HR

HOME HEALTH AIDES
\$9.23-\$11.74/HR

PERSONAL CARE AIDES
\$9.01-11.63/HR

REPORTED EMPLOYMENT (FOR ALL CATEGORIES)

FULL-TIME
6,620 (59.6%)

PART-TIME
4,480 (40.4%)

TOP RETENTION ISSUE (FOR ALL CATEGORIES)

Low wages/compensation

539 EMPLOYEES PLAN TO RETIRE WITHIN THE NEXT YEAR ACROSS ALL CATEGORIES

A TOTAL OF **1,826** VACANCIES WERE REPORTED FOR ALL CATEGORIES

TOP HIRING ISSUES (FOR ALL CATEGORIES)

Lack of applicants
Low wages/compensation

PLANNED EXPANSION IN THE WORKFORCE IN ALL CATEGORIES

603 FULL-TIME POSITIONS
605 PART-TIME POSITIONS

OVERVIEW

319 Total Responses

287 Employ or have Current Job Vacancies for Direct Care, Supports & Service Workers

REPORTED EMPLOYED: 11,100
TOTAL REPORTED VACANCIES: 1,826
MEDIAN COST OF TURNOVER PER EMPLOYEE: \$2,000
WILLING TO CHANGE/ACCEPT EMPLOYMENT: 43.2%

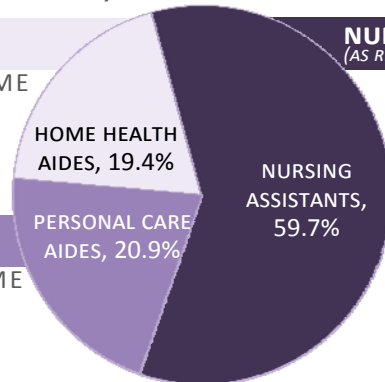
PERCENTAGE OF RESPONDENTS THAT EMPLOY OR HAVE VACANCIES FOR DIRECT CARE/SERVICE WORKERS, REPORTED EMPLOYMENT & VACANCIES PER DIRECT CARE, SUPPORTS & SERVICE WORKER TYPE

HOME HEALTH AIDES (AS REPORTED)

FULL-TIME: 490
PART-TIME: 429
VACANCIES: 145

PERSONAL CARE AIDES (AS REPORTED)

FULL-TIME: 1,315
PART-TIME: 901
VACANCIES: 393



NURSING ASSISTANTS (AS REPORTED)

FULL-TIME: 4,815
PART-TIME: 3,150
VACANCIES: 1,288

HOW PREMIUMS ARE PAID¹

100% EMPLOYER PAID: 8.7%

100% EMPLOYEE PAID: 17.4%

SHARED COST: 69.6%

OTHER ARRANGEMENTS: 4.3%

OTHER INFORMATION¹

FEMALE: 86.7%
MALE: 13.3%

AVERAGE AGE: 44

AVERAGE COMMUTE: 7 miles

BENEFITS OFFERED BY EMPLOYERS TO BOTH FULL & PART-TIME EMPLOYEES (AS REPORTED)

INSURANCE COVERAGE

Life Insurance	57.7%
Dental Coverage	52.9%
Long-Term Disability	51.5%
Health Insurance	49.3%
Accidental Death & Dismemberment Coverage	48.6%
Prescription Drug Coverage (included with medical)	48.6%
Short-Term Disability	47.8%
Vision Coverage	45.7%
Prescription Drug Coverage (stand alone policy)	14.5%

PAID LEAVE

Paid-Time-Off (PTO)	65.7%
Bereavement/Funeral Leave	62.0%
Vacation	55.1%
Maternity/Paternity Leave	54.4%
Holiday Leave	52.9%
Sick Leave	47.8%
Personal Days/Floating	44.1%
Holidays	44.1%
Training Leave	38.2%

¹Iowa Workforce Development, Labor Market Information Division, State of Iowa Laborshed Study 2015

²Iowa Workforce Development, Labor Market Information Division, Occupational Projections program. Employment Projections by Occupation, 2014 and Projected 2024

³Iowa Workforce Development, Labor Market Information Division, 2015 Iowa Wage Survey

NURSING ASSISTANTS

23,367

Estimated 2014 Employment²

26,790

Projected 2024 Employment²

EMPLOYMENT & VACANCIES

(AS REPORTED)

FUTURE WORKFORCE PLANS BY PERCENTAGE OF RESPONDENTS

EXPAND

42.4% FULL-TIME (393 JOBS)

48.1% PART-TIME (411 JOBS)

MAINTAIN

57.1% FULL-TIME

50.6% PART-TIME

HIRING ISSUES (LISTED IN ORDER OF IMPORTANCE AS REPORTED)

Lack of applicants

Low wages/compensation

RETENTION ISSUES (LISTED IN ORDER OF IMPORTANCE AS REPORTED)

Low wages/compensation

ENTRY LEVEL WAGE³

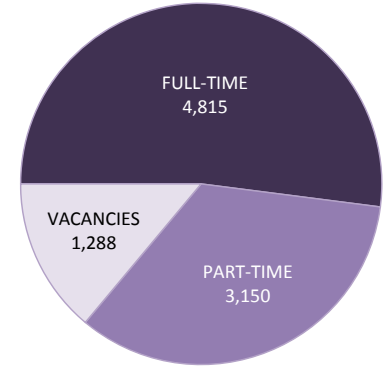
\$10.00/HR

MEDIAN WAGE³

\$11.53/HR

EXPERIENCED WAGE³

\$13.22/HR



HOME HEALTH AIDES

10,036

Estimated 2014 Employment²

13,264

Projected 2024 Employment²

EMPLOYMENT & VACANCIES

(AS REPORTED)

FUTURE WORKFORCE PLANS BY PERCENTAGE OF RESPONDENTS

EXPAND

37.1% FULL-TIME (63 JOBS)

50.0% PART-TIME (61 JOBS)

MAINTAIN

61.6% FULL-TIME

48.1% PART-TIME

HIRING ISSUES (LISTED IN ORDER OF IMPORTANCE AS REPORTED)

Lack of applicants

Low wages/compensation

RETENTION ISSUES (LISTED IN ORDER OF IMPORTANCE AS REPORTED)

Low wages/compensation

ENTRY LEVEL WAGE³

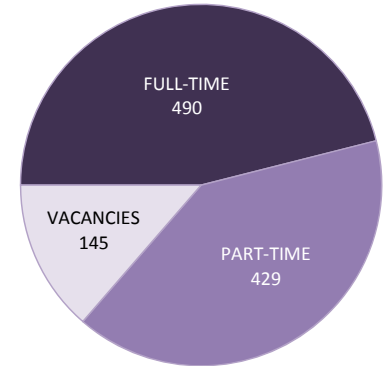
\$9.23/HR

MEDIAN WAGE³

\$10.77/HR

EXPERIENCED WAGE³

\$11.74/HR



PERSONAL CARE AIDES

6,978

Estimated 2014 Employment²

8,802

Projected 2024 Employment²

EMPLOYMENT & VACANCIES

(AS REPORTED)

FUTURE WORKFORCE PLANS BY PERCENTAGE OF RESPONDENTS

EXPAND

31.8% FULL-TIME (147 JOBS)

50.0% PART-TIME (133 JOBS)

MAINTAIN

65.2% FULL-TIME

50.0% PART-TIME

HIRING ISSUES (LISTED IN ORDER OF IMPORTANCE AS REPORTED)

Lack of applicants

Low wages/compensation

RETENTION ISSUES (LISTED IN ORDER OF IMPORTANCE AS REPORTED)

Low wages/compensation

ENTRY LEVEL WAGE³

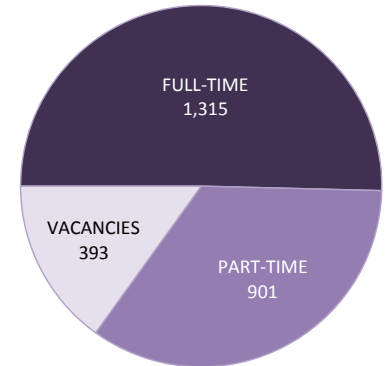
\$9.01/HR

MEDIAN WAGE³

\$10.61/HR

EXPERIENCED WAGE³

\$11.63/HR



¹Iowa Workforce Development, Labor Market Information Division, State of Iowa Laborshed Study 2015

²Iowa Workforce Development, Labor Market Information Division, Occupational Projections program. Employment Projections by Occupation, 2014 and Projected 2024

³Iowa Workforce Development, Labor Market Information Division, 2015 Iowa Wage Survey

Produced by Iowa CareGivers

Data Analysis by Iowa Workforce Development

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