

## RESOURCE

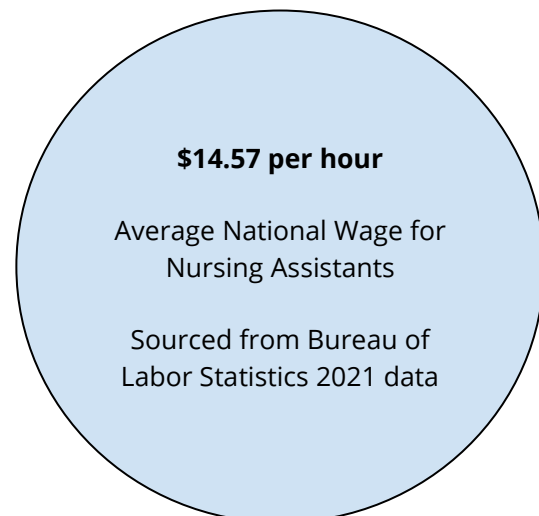
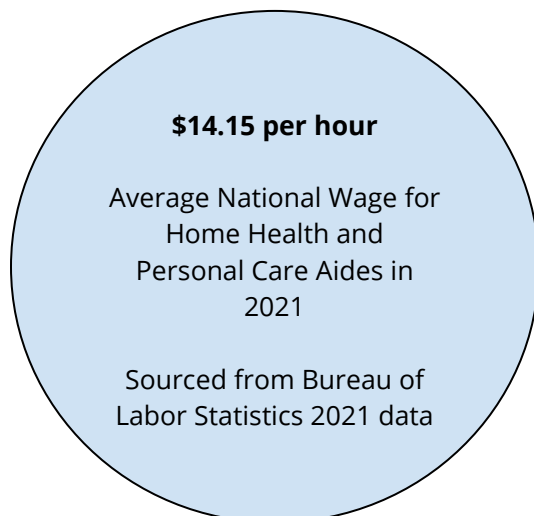
To: Governors' Offices  
Re: State Direct Care Workforce Wage Assessment  
From: National Governors Association  
Date: April 2022

### **Purpose**

The fourth consideration in the Issue Brief [\*State Strategies for Sector Growth and Retention of the Direct Care Workforce\*](#) is "Evaluate Strategies for Addressing Wage Issues."

Wages for direct care jobs are typically low in comparison with other middle-skills jobs. Nationally, one in eight direct care workers lives in [\*poverty\*](#). Competition for workers from the gig economy, paired with lack of professional growth opportunities for direct care workers, can result in high turnover. Reducing attrition remains essential if states are to build a direct care workforce pipeline. While many direct care workers may want to pursue pathways to higher-skilled and higher-credentialed jobs, some may prefer to remain in a position where direct care is their primary responsibility. For these workers, addressing wage issues is a top priority.

As states explore strategies to address direct care worker wage issues, a first step may be to assess the current state of direct care worker wages both in the state and nationally in comparison to those of other occupations. Additionally, states may want to explore what wage strategies were established historically or best practices in other states. Below is a template that states may use to explore these strategies.



## State Direct Care Workforce Wage Assessment

DCW Role	BLS Data	
	National Hourly Median Wage	State Hourly Median Wage
Nursing Assistant ( <a href="https://www.onetonline.org/link/localwages/31-1131.00?st=">SOC 31-1131.00</a> ) <a href="https://www.onetonline.org/link/localwages/31-1131.00?st=">https://www.onetonline.org/link/localwages/31-1131.00?st=</a>		
Home Health Aide ( <a href="https://www.onetonline.org/link/localwages/31-1121.00?st=">SOC 31-1121.00</a> ) <a href="https://www.onetonline.org/link/localwages/31-1121.00?st=">https://www.onetonline.org/link/localwages/31-1121.00?st=</a>		
Personal Care Aide ( <a href="https://www.onetonline.org/link/localwages/31-1122.00?st=">SOC 31-1122.00</a> ) <a href="https://www.onetonline.org/link/localwages/31-1122.00?st=">https://www.onetonline.org/link/localwages/31-1122.00?st=</a>		

	State Living Wage Estimates											
	Click <a href="#">HERE (link)</a> to explore your state's living wage estimates											
	1 Adult				2 Adults (1 Working)				2 Adults (Both Working)			
	0 Children	1 Child	2 Children	3 Children	0 Children	1 Child	2 Children	3 Children	0 Children	1 Child	2 Children	3 Children
Living Wage												
Poverty Wage												
Minimum Wage												