

Iowa's Direct Care Workforce Impact

Direct Care Worker (DCW) is an umbrella term used to define those who provide supportive services and care to lowans of all ages and abilities.



Where do DCWs Work?

Peoples' homes and **over 2,500** assisted living and other community-based settings, nursing homes, hospices, residential facilities, group homes, hospitals, and other locations.



\$13.80 MEDIAN HOURLY WAGE

Source: 2019 Direct Care Worker Wage and Benefit Survey Executive Summary.

SIZE OF WORKFORCE
60,000 - 65,000



63%

AVERAGE TURNOVER

IN 2017

(CNAS IN NURSING FACILITIES)

2% Employers with 0% Turnover

MAXIMUM TURNOVER

338% - A 115% INCREASE OVER 2016




ESTIMATED ANNUAL COST TO STATE AND EMPLOYERS

\$157 MILLION



"HIGH TURNOVER AND WORKFORCE SHORTAGES HAVE AN IMPACT ON CARE QUALITY!"

(Source: Long Term Care Commission report to Congress)



287 OF 319

Health and Long-Term Service and Support (LTSS) Employers reported a total of

2,365
UNFILLED VACANCIES

23% DUE TO RETIREMENTS

Source: Direct Care, Supports, & Service Worker Employer Survey (IWD 2016)

THE WORKFORCE CRISIS HAS ARRIVED!

It Is No Longer Just A Skills Gap, But A Care Gap Due To Too Few People To Fill Vacancies



THOSE IMPACTED INCLUDE

not only older Iowans, people with disabilities, and children with special needs but also their family caregivers; the business community when their employees leave employment due to family caregiving responsibilities, and the more than 2500 Iowa health and long-term service and support (LTSS) providers that rely on this workforce.

A CHOSEN CAREER IN DIRECT CARE

"After 22 years, direct care is my career and all I ask is that society accept what I do as a career choice."

Anthony C. Wells, CNA, CHPNA



DIRECT CARE - A Chosen Career AND Where the Journey Begins for Nurses and Other Health Professionals

A network of excellence in caregiving and support for all Iowans.

COMMON TITLES

OVER 30 JOB TITLES that include Home Health Aide (HHA), Certified Nursing Assistant (CNA), Direct Support Professional (DSP); Resident Assistant (RA); Universal Worker (UW); Personal Care Assistant (PCA); Patient Care Technician (PCT); Hospice, Medication, and Rehabilitation Aide; and more.

% PROJECTED **GROWTH RATE 2016-2026**

Personal Care Assistants 32%

Home Health Aides 31%

Compared to 8% overall growth rate for Iowa

Where Her Nursing Journey Began

My six years' experience working as a CNA were filled with valuable experience that have helped me as a registered nurse. Being a CNA taught me patience, people skills, and time management. Working side by side with nurses gave me learning opportunities outside of school. The transition from nursing school to working as a nurse has been a smooth process for me because my years as a CNA gave me a solid foundation to build my nursing career on.

Savannah Wood, R.N.



Savannah Wood, R.N. at pinning ceremony

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