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 Iowans 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.

**Size of Workforce**

60,000 - 65,000

**Average Turnover in 2017**

( CNAs in Nursing Facilities)

2% Employers with 0% Turnover

**Highest Turnover**

338% - A 115% Increase Over 2016

**Estimated Annual Cost to State and Employers**

$157 Million

**90% Female**

**$13.80 Median Hourly Wage**

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

“HIGH TURNOVER AND WORKFORCE SHORTAGES HAVE AN IMPACT ON CARE QUALITY.”

(Source: Long Term Care Commission report to Congress)
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.