



# Building Quality Dementia Care Through Quality Direct Care Jobs

Stephen McCall, Data and Policy Analyst



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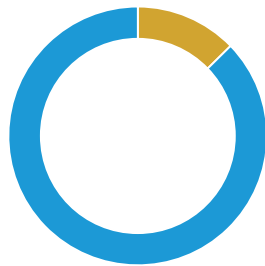
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# Who Are Direct Care Workers?

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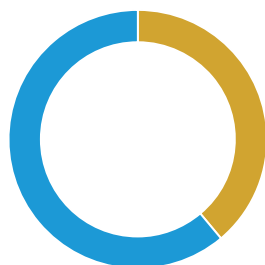


**Nearly 9 in 10 direct care workers are women.**

Source: PHI, "Workforce Data Center." Last modified September 2, 2021. <https://phinational.org/policy-research/workforce-data-center/>.



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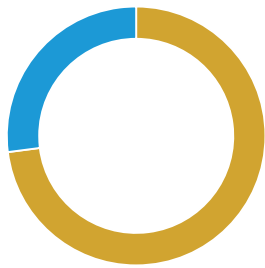


**3 in 5 direct care workers are people of color.**

Source: PHI, "Workforce Data Center." Last modified September 2, 2021. <https://phinational.org/policy-research/workforce-data-center/>.



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**1 in 4 direct care workers are immigrants.**

Source: PHI. "Workforce Data Center." Last modified September 2, 2021. <https://phinational.org/policy-research/workforce-data-center/>.



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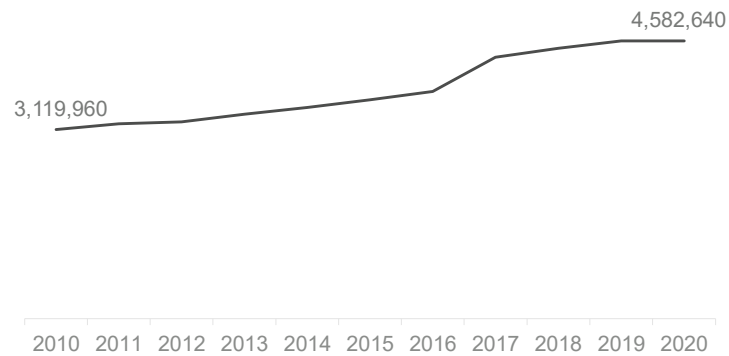
## A Growing and Changing Workforce

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**The direct care workforce added nearly 1.5 million jobs from 2010 to 2020.**

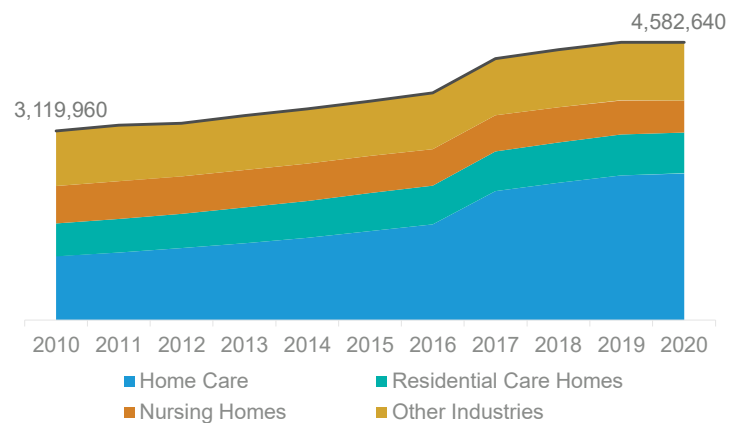


Source: PHI, "Workforce Data Center." Last modified September 2, 2021. <https://phinational.org/policy-research/workforce-data-center/>.



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**From 2010 to 2020, more than 9 in 10 new direct care jobs were in home care.**



Source: PHI, "Workforce Data Center." Last modified September 2, 2021. <https://phinational.org/policy-research/workforce-data-center/>.



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### Three primary factors contributed to growth in the home care workforce.



Growing  
Population of  
Older Adults



Consumer  
Preferences  
for Care

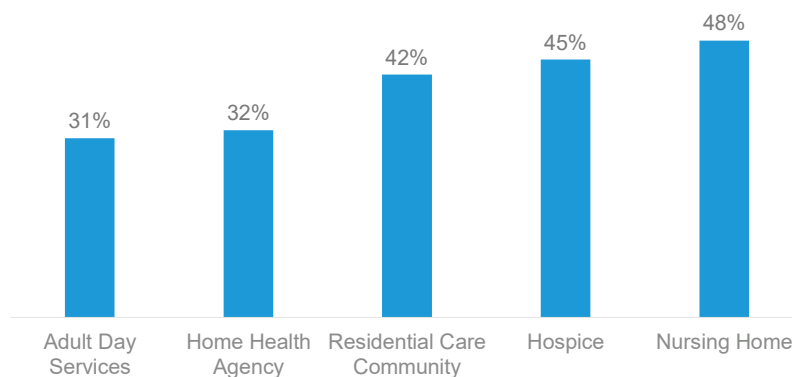


Policy and  
Programmatic  
Changes



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### People with Alzheimer's or other dementias constitute a large share of long-term care consumers.



Source: PHI, "Workforce Data Center." Last modified September 2, 2021. <https://phinational.org/policy-research/workforce-data-center/>.



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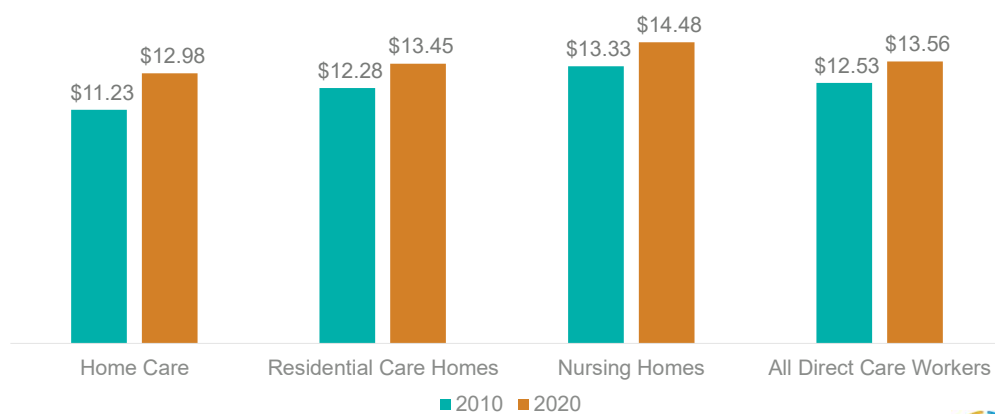
## What Are the Challenges Direct Care Workers Face?

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**Direct care worker median wages have stagnated over the past decade.**



Source: PHI, "Workforce Data Center." Last modified September 2, 2021. <https://phinational.org/policy-research/workforce-data-center/>.

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**One in three direct care workers work part time.**

Source: PHI, "Workforce Data Center." Last modified September 2, 2021. <https://phinational.org/policy-research/workforce-data-center/>.



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**Direct care workers earn a median annual wage of \$20,200.**

Source: PHI, "Workforce Data Center." Last modified September 2, 2021. <https://phinational.org/policy-research/workforce-data-center/>.



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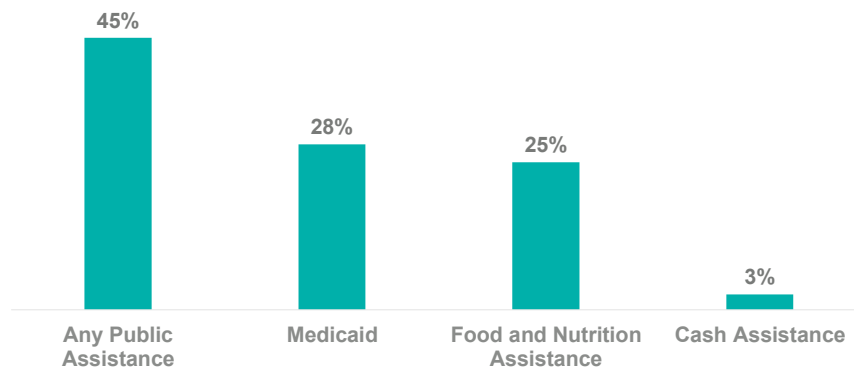
**44 percent of direct care workers live in or near poverty.**

Source: PHI, "Workforce Data Center." Last modified September 2, 2021. <https://phinational.org/policy-research/workforce-data-center/>.



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**Nearly half of direct care workers rely on some form of public assistance.**



Source: PHI, "Workforce Data Center." Last modified September 2, 2021. <https://phinational.org/policy-research/workforce-data-center/>.



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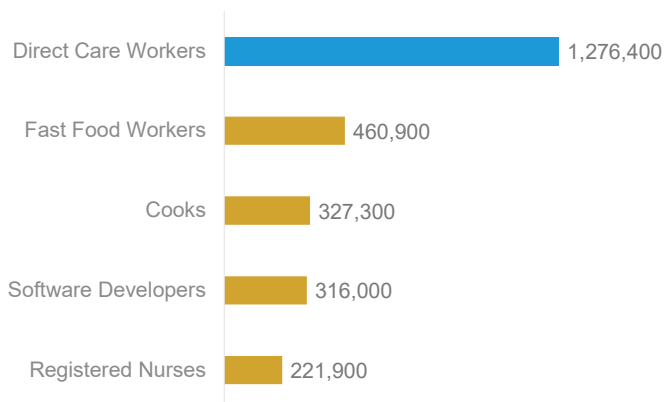


# Future Demand for Direct Care Workers

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**From 2019 to 2029, the direct care workforce is projected to add more new jobs than any other occupation.**



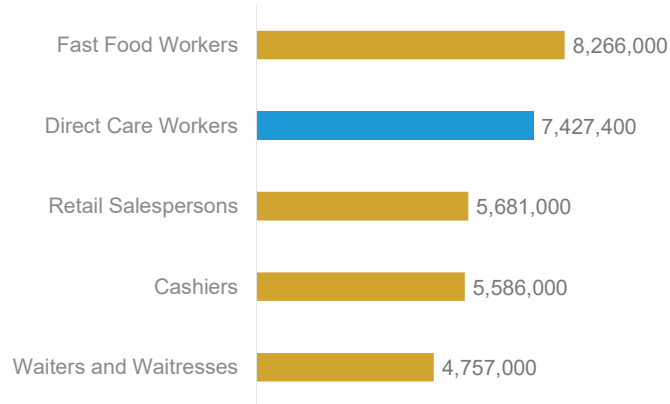
Occupation	Projected New Jobs (2019-2029)
Direct Care Workers	1,276,400
Fast Food Workers	460,900
Cooks	327,300
Software Developers	316,000
Registered Nurses	221,900

Source: PHI. 2021. *Direct Care Workers in the United States: Key Facts*. Bronx, NY: PHI. <https://phinational.org/resource/direct-care-workers-in-the-united-states-key-facts/>.



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**There will be 7.4 million total projected job openings in the direct care workforce from 2019 to 2029.**



Source: PHI, 2021. *Direct Care Workers in the United States: Key Facts*. Bronx, NY: PHI. <https://phinational.org/resource/direct-care-workers-in-the-united-states-key-facts/>.



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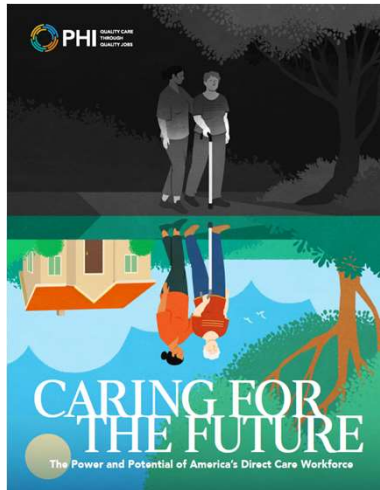

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## Addressing the Direct Care Workforce Crisis and Ensuring Quality Dementia Care

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Source: Campbell, Stephen, Angelina Del Rio Drake, Robert Espinoza, and Kezia Scales. 2021. *Caring for the Future: The Power and Potential of America's Direct Care Workforce*. Bronx, NY: PHI. <https://phinational.org/caringforthefuture/>.



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## THE 5 PILLARS OF DIRECT CARE JOB QUALITY



QUALITY  
TRAINING



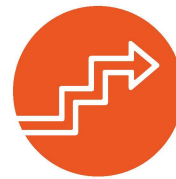
FAIR  
COMPENSATION



QUALITY  
SUPERVISION  
& SUPPORT



RESPECT &  
RECOGNITION



REAL  
OPPORTUNITY



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## QUALITY TRAINING

A quality direct care job should ensure that all workers acquire the skills, knowledge, and confidence to succeed in their complex roles.



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## FAIR COMPENSATION

A quality direct care job should enable workers to achieve economic stability, safeguard their health, and plan for the future.



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## QUALITY SUPERVISION AND SUPPORT

A quality direct care job should offer workers the support and supervision they need to work safely and effectively.



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## RESPECT AND RECOGNITION

A quality direct care job should honor the expertise, contributions, and diverse life experience of workers.



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## REAL OPPORTUNITY

A quality direct care job should invest in workers' learning, development, and career advancement.



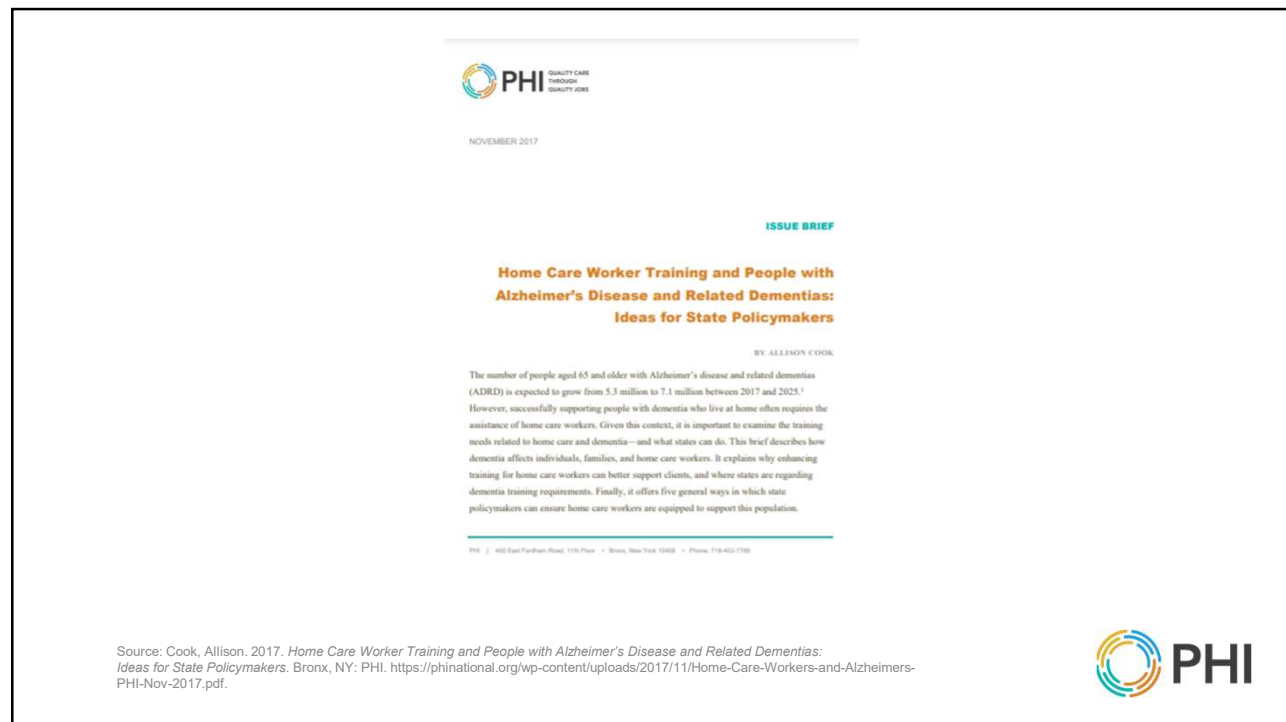
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Additional Resources

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## Gaps in the Dementia Care Workforce

*Research Update and Data Needs*

*Committee on Population (CPOP) Semi-Annual Meeting*

May 23, 2019

The Keck Center of the National Academies  
500 Fifth Street, NW, Washington, DC 20001

October 14, 2019



This meeting summary was prepared by Rebecca Lazerion, MA, Rose Li and Associates, Inc., under contract to the National Institute on Aging (NIA), National Institutes of Health (NIH). The views expressed in this document reflect both individual and collective opinions of the meeting participants and not necessarily those of NIA, NIH, or the National Academies. Review of earlier versions of this meeting summary by the following individuals is gratefully acknowledged: Elizabeth Bragg, Elena Fazio, Nancy Hodgson, John Phillips, Kezia Scales, Marisha Sengupta, Rose Maria Li, Nancy Tuveson.

Source: National Institute on Aging (NIA), National Institutes of Health (NIH). 2019. *Gaps in the Dementia Care Workforce*. Washington, D.C.: NIA. <https://www.nia.nih.gov/sites/default/files/2019-11/Seminar-Gaps-Dementia-Workforce-Final-508.pdf>.



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