



# EXPANDING & STABILIZING THE HOME CARE WORKFORCE

KEY INSIGHTS & POLICY PRIORITIES

## About Us

The National Association for Home Care & Hospice (NAHC) is the largest and most respected professional association representing the interests of chronically ill, disabled, and dying Americans of all ages and the caregivers who provide them with in-home health and hospice services. We are a trade association that represents the nation's 33,000 home care and hospice organizations.

MissionCare Collective, a strategic NAHC workforce partner, brings people together to change the culture of care. We elevate and support caregivers so older adults and people with disabilities get access to quality care to achieve their best health. MissionCare Collective operates myCNAjobs, CoachUp Care, and MissionCare, connecting over 3M care workers to resources annually.

## The Problem

The home care workforce is in crisis and we need to prepare for America's rapidly aging population. Eighty-five percent of home care agencies are turning away people that need care because of workforce shortages, there are not enough people entering the profession, and due to low wages, people can often earn higher wages in outside professions. Caregiver experiences, stories, and wisdom are often left out of critical policy considerations. With a worsening shortage and aging America, the time to stabilize the workforce is now.

## Impact Data Methodology

The 2022-2023 Direct Care Workforce Study was conducted between March 2022 and July 2022 in partnership with NAHC and MissionCare Collective. The study analyzed 67,417 caregivers, home health aides, and certified nursing assistants. Data was derived from a large-scale data overlay analysis. This report also includes insights from the PHI Caring For the Future report.

## Additional Resources



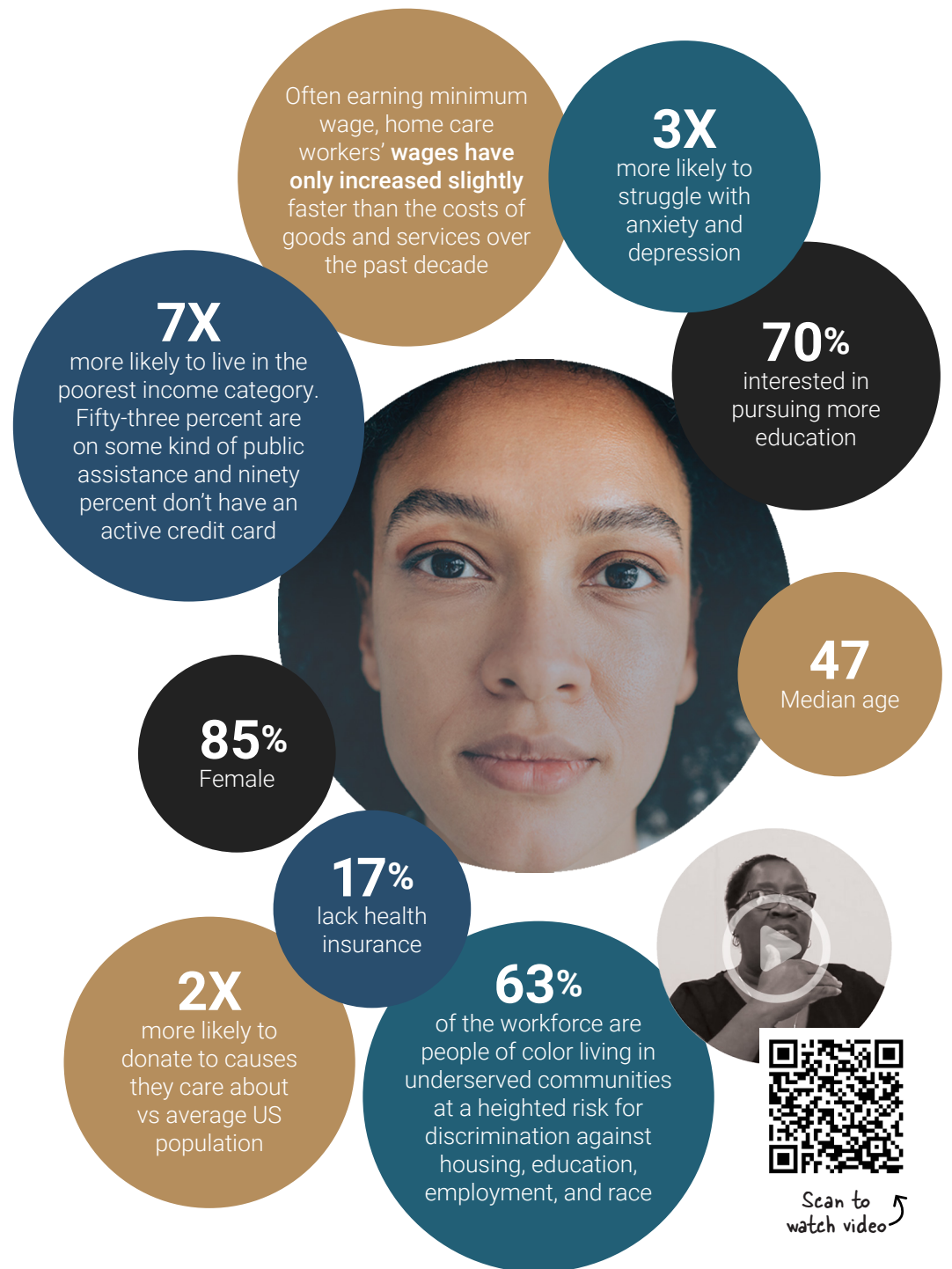
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Supported caregivers deliver the best care. The current workforce challenges threaten care access and quality.

### Policy Considerations

- (M) Stabilize existing workforce.** Many workforce efforts are dedicated to expansion while experienced home care workers are leaving. Fund upskilling and development programs targeting the existing workforce while addressing wage gaps and fiscal cliff challenges.
- (M) Listen to the voices of direct care workers.** Bring the voices of the direct care workforce into key policy decisions and invest in encouraging this workforce to vote.
- (M) Reduce barriers.** Ensure workers are not left to fund pre-employment credentials and checks and standardize HHA and CNA training federally, making credentials portable.
- (M) Invest in scalable workforce training, recruitment, and retention programs.** Tap into existing, non-traditional partners, serving the private sector, to accelerate change.



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