

Wage and Benefit Survey of Iowa's Certified Nursing Assistants and Home Care Workers

Certified Nursing Assistants (CNAs)

Demographics

- Gender: The overwhelming majority of Iowa's CNAs are female (96%).
- Age: The average age of CNAs in Iowa is 46.34 years
- Household Income: 45% of CNAs live in a household with an income less than \$25,000.

Full-Time/Part-Time Employment

- 68% of CNAs work full time; 24% work part time; 5% are on call; 2% work for pool or temporary agencies; and 1% are self-employed.

Wages

- CNAs **average hourly wage is \$10.77** and the median wage is \$10.55. 35% of CNAs earn under \$10.00 per hour, and **82% earn less than \$12**.
- Nursing assistive personnel (UNLIC) had the least wage increase between 2001 and 2002, and was the only group with a decreased wage in any setting. (2002 Survey of all Iowa employers of nurses and nursing assistive personnel by Iowa Department of Public Health's Center for Health Workforce Planning.)

Health Insurance

- **25% of respondents have no coverage.**
- 30% of CNAs have at least single coverage.
- 34% have family coverage.
- 80% of respondents said health care was offered at their main job
- 50% of those who are offered coverage do not take it.
- For those who do not take the coverage offered, 59% cited cost/affordability as the reason, while 14% were not eligible.

Home Care Workers

There is no state registry of home care workers in Iowa. A current list of home care workers was generated by requesting names and addresses from local agencies that provide home health services through the Iowa Department of Public Health Local Public Health Services contract. Approximately 90% of the list came from that source. Therefore, results most accurately represent the population of home care workers from the Public Health sector.

Demographics

- Gender: The overwhelming majority of Iowa's home care workers are female (97%)
- Age: The average age of home care workers in Iowa is 48.9 years
- Household Income: 41% of home care workers live in a household with an income less than \$25,000.

Full-Time/Part-Time Employment

- 50% of home care workers work full-time; 44% work part-time; 4% are on call; and 1% are self-employed.
- Part-time workers are more likely to indicate that they do not have enough hours, are less likely to be offered health insurance at their main job, and are less likely to be enrolled if health insurance is offered.
- The average home care worker works 30 hours per week.

Wages

- Home care workers **average hourly wage is \$9.94** and the median wage is \$9.65. 56% of workers earn less than \$10.00 per hour, and **92% earn less than \$12.**

Health Insurance

- 36% of home care workers have at least single coverage; 40% have family coverage; 10% are covered by Medicare; and **13% of respondents had no coverage.**
- 80% of respondents said health care was offered at their main job
 - 36% of those who are offered coverage do not take it.
- For those who do not take the coverage offered, 33% cited cost/affordability as the reason, while 34% were not eligible.

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