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 communitybased settings, nursing homes, hospices, residential facilities, group homes, hospitals, and other locations.



84 OF 413 (16.4%) had CNA turnover greater than the 64% average turnover

The state is doing no analysis on turnover data and no uniform system exists to track how many CNAs leave jobs to pursue nursing or other health careers.

Source: Iowa Department of Human Services.

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

Source: Long Term Care Commission report to Congress.



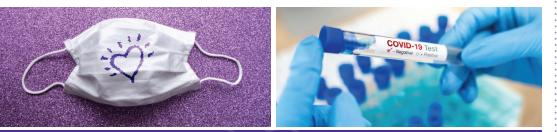


COST TO STATE AND EMPLOYERS \$134.5 MILLION

Estimate based on 2020 64% average annual turnover in all settings and a conservative \$3,500 cost to replacing each individual.

A WORKFORCE IN CRISIS BEFORE COVID-19 AND NOW FACING:

- Worsening Staff Shortages
- Mental Health Concerns From Stress/Exhaustion/Grief From Loss of Persons Served
- Fear of Contracting and Spreading the Virus to a Person Served or At Risk Loved One
- Inability to Afford Additional Childcare due to school closures and working extra hours
- No Paid Leave When Forced to Isolate or Quarantine Due to COVID



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; Consumer Directed Attendant Care (CDAC) Worker, *and more*.



Compared to 7% overall growth rate for lowa

Personal Care Assistants 37% (3.7% annual)

Home Health Aides 29% (2.9% annual)

Nursing Assistants 11% (1.1% annual) Workforce

A CHOSEN CAREER IN DIRECT CARE

"After 23 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

A BURDENSOME SYSTEM

- Lack of portable training
- Forced to take repetitive training
- Lack of continuing education standards so certifications can be retained

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





In their own words... those in direct care share the concerns and rewards of their work.

https://bit.ly/ic-toughestjob

WHERE HER NURSING JOURNEY BEGAN

Being a CNA taught me patience, people skills, and time management.

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.

IOWACareGivers

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