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.

- **Older Iowans**
- **Individuals with Disabilities**
- **Children with Special Needs**
- **Families of People Served**
- **Military Veterans**
- **Iowans hospitalized due to accident, illness, or surgery**

**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.

**WAGES**

$9.01 - $13.22 Hour

**SIZE OF WORKFORCE**

60,000 - 65,000

**63% AVERAGE TURNOVER IN 2017**

(CNAS in Nursing Facilities)

2% Employers with 0% Turnover

**MAXIMUM TURNOVER 338% - A 115% INCREASE OVER 2016**

90% FEMALE

**ESTIMATED ANNUAL COST TO STATE AND EMPLOYERS**

$157 MILLION

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

(Source: Long Term Care Commission report to Congress)
Where Her Nursing Journey Began

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.

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; and more.

A CHOSEN CAREER IN DIRECT CARE

“After 22 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

THE WORKFORCE CRISIS HAS ARRIVED!

It Is No Longer Just A Skills Gap, But A Care Gap Due To Too Few People To Fill Vacancies

THOSE IMPACTED INCLUDE

not only older Iowans, people with disabilities, and children with special needs but also their family caregivers; the business community when their employees leave employment due to family caregiving responsibilities, and the more than 2500 Iowa health and long-term service and support (LTSS) providers that rely on this workforce.

2,365 UNFILLED VACANCIES

23% DUE TO RETIREMENTS

Source: Direct Care, Supports, & Service Worker Employer Survey (IWD 2016)

PROJECTED GROWTH RATE

2016-2026

Personal Care Assistants 32%
Home Health Aides 31%

% Comparied to 8%
overall growth rate for Iowa

Where the Journey Begins for Nurses and Other Health Professionals

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

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