

Essential Jobs, Essential CareNC



Update to MCAC, March 2023

Essential Jobs, Essential CareNC™ is PHI's signature multi-state advocacy initiative that works closely with state leaders to advance policy reforms on the direct care workforce. From 2020-2022, PHI worked closely with the NC Coalition on Aging to design and co-lead a 3-year advocacy initiative focused on improving these essential jobs

Continued support is thanks to the Z. Smith Reynolds Foundation.



North Carolina's Big Picture

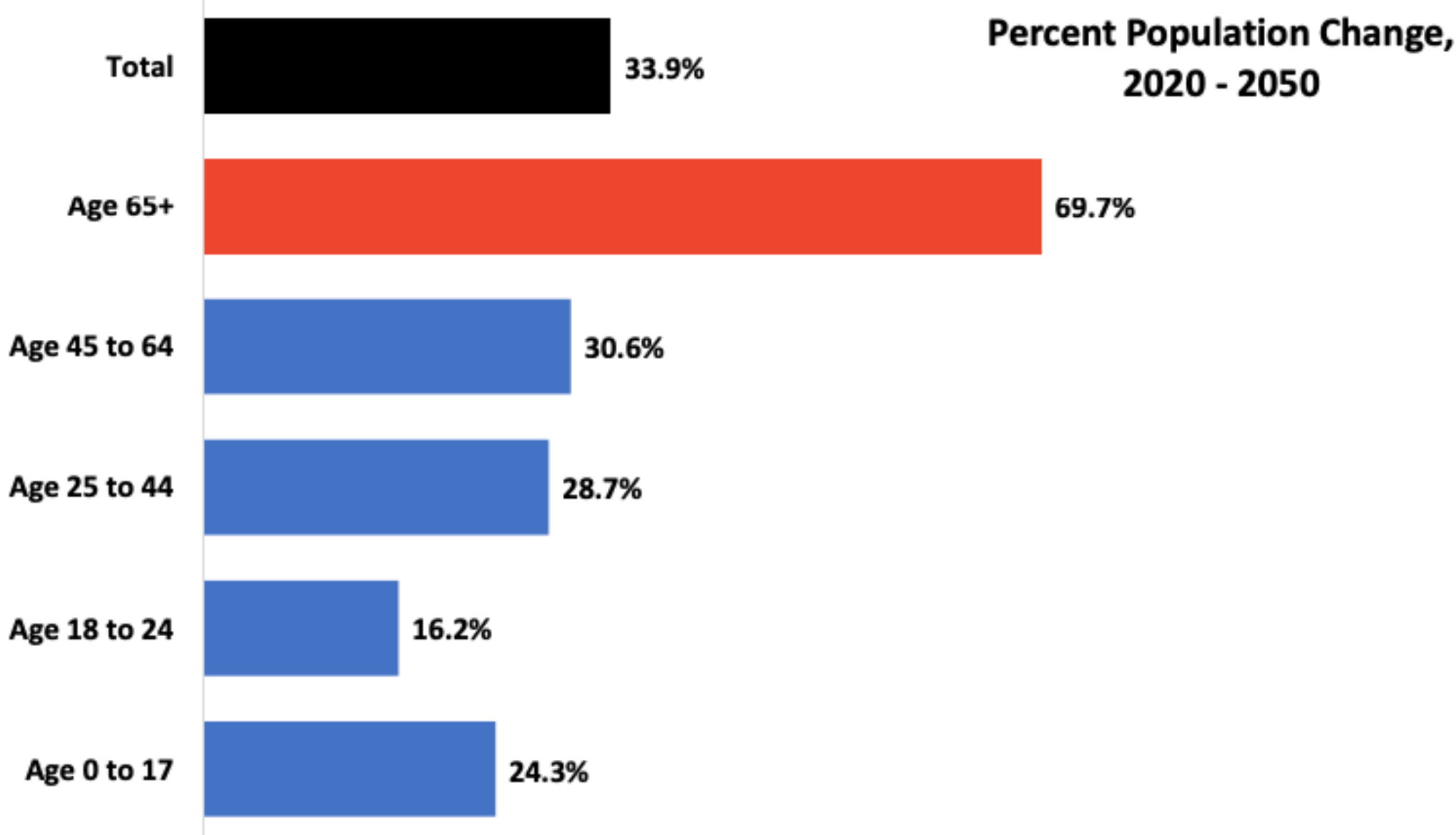
Based on the Department of Commerce's projected job openings for 2021-2030, direct care workers represent the most needed health care job in North Carolina.

NC DHHS 3/7/2023 press
release

Where Will Our Supports Come From?



Older Population Growing More Than Double the Rate of the Total Population



Source: North Carolina Office of State Budget and Management, Population Projections, Vintage 2022.

NC's Starting Place

\$12.59

The median wage of NC's Direct Care Workforce

-\$2.75

The median hourly wage of Direct Care Workers in NC is \$2.75 LESS than the median hourly wage for other employment that requires comparable levels of training.

31%

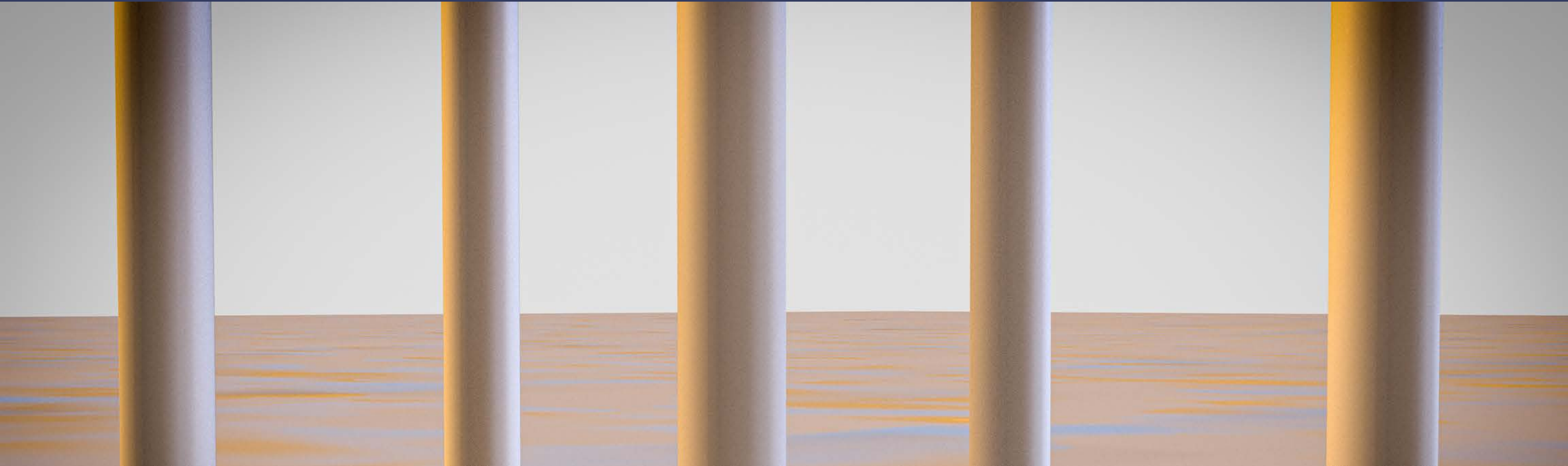
% of NC's direct care/support workforce lacks affordable housing and are "housing cost burdened" -- spending more than 30% of their income on housing.

17%

% of NC's direct care/support workforce are uninsured (and an estimated 26% of NC's direct care workers would qualify under Medicaid Expansion).

Sources: PHI State Index, <https://www.phinational.org/state/north-carolina/> and Workforce Data Center” <https://www.phinational.org/policy-research/workforce-data-center/#states=37>)

PHI's 5 Pillars of Job Quality



Quality
Training

Fair
Compensation

Quality
Supervision
and Support

Respect and
Recognition

Real
Opportunity

Thank You, NC Medicaid Team!

Advancing workforce
priorities with ARPA funding

Work on Medicaid Expansion
efforts

Collaboration on NC
Council on DD's Direct
Support Professional Wage
Study

Governor's Budget Workforce Priorities

Support to Caregiving Workforce Strategic
Leadership Council

Direct Care Recruitment Campaign

Funding initiatives to support workforce's
professional development

Supporting self-directed models in addition to
traditional service delivery models

Meet Denise





NC's In-Home/HCBS Workforce

- In-Home direct care/support professionals represent the largest cohort of the direct care workforce. *
- In 2021, the median hourly wage for these NC workers: \$11.13 per hour. *
- The median age is higher for these workers than other segments of the direct care workforce.* Because of higher median age, they are more likely to experience chronic conditions. **
- 51% are accessing some form of public assistance. *
- Home care workers are far less likely to receive employer-based health care coverage than direct care workers working in other settings. *
- Home care workers generally experience high rates of injuries, often unique to home care. ***
- Home care workers are potentially at higher risk for workplace violence . ****

* "Workforce Data Center" <https://www.phinational.org/policy-research/workforce-data-center/#states=37>)

** Prevalence of Multiple Chronic Conditions Among US Adults, 2018, CDC, September, 2020

*** Mitigating Direct Care Workforce Injuries in Homecare: A Summary of the Evidence, Mathematica for US DHHS, April 2022

**** Home care aides' experiences of verbal abuse: a survey of characteristics and risk factors, Journal of Occupational and Environmental Medicine, 2019; One Reason We Can't Find Homecare Workers: Their Growing Fear of Violence, Forbes, February, 2023

NC's In-Home
Workforce
Supply vs
In-Home
Workforce
Demand
We're not just behind,
we're going backwards.

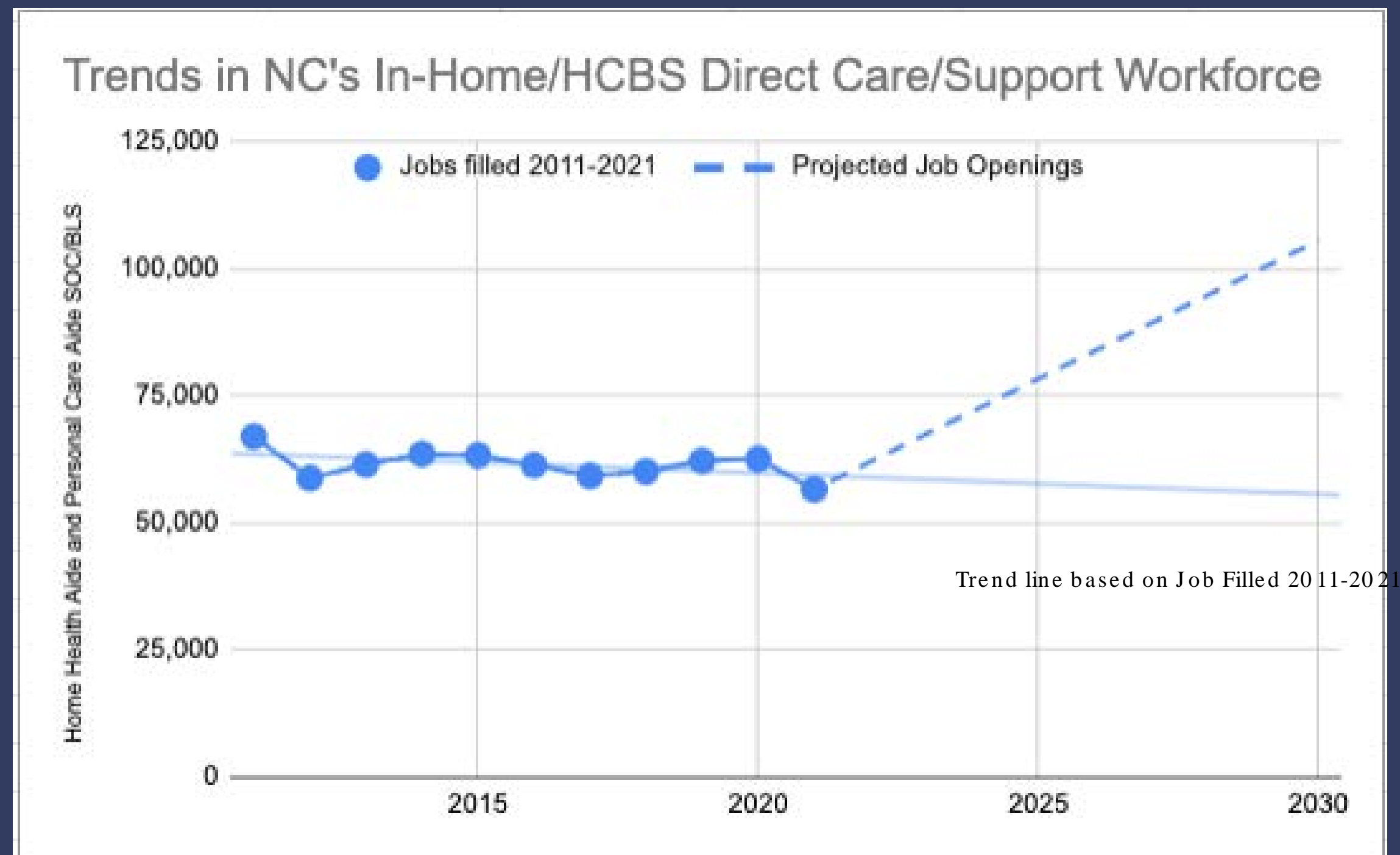


Table developed from NC-specific data accessed from PHI's "Workforce Data Center." Last modified September 22, 2022.
<https://phinational.org/policy-research/workforce-data-center/>, using home health aide and personal care aide categories within the Bureau of Labor Statistics' Standard Occupational Classification System

NOTE: Because of federal data collection methods, these data do not fully reflect workers retained through self-direction models, as independent contractors or all DSPs.. They do not reflect those workers who are paid privately by caregivers/families (the "gray market").

Policy Decisions through the Lens of the Direct Care/Support Workforce

Thank you for efforts that support the Pillars:

Fair Compensation:

- Maintain and increase COVID rate increases. Rate reductions at the end of March will have real impact
- Establish and maintain rate structure that is competitive with comparable industries and recognizes the increased demand for a shrinking workforce.
- Ensure self-directed direct care workers/direct support professionals are paid timely.

Quality Training:

- Continue to support workforce development and cross-initiative coordination.
- Nurture "win/win" opportunities for innovation in support models, training and curriculum design, including supports for on-the-job training, apprenticeships and credentialing.

Quality Supervision and Support:

- For examining service definitions related to durable medical equipment through the lens of direct care worker injury prevention.
- Support innovative partnerships with housing, transportation and child care resources to support direct care workers.

To advance all the Pillars:

- Leverage the power of Medicaid Standard Plan contracts and 1115 waiver authority to advance and coordinate supports for the direct care workforce.
- Generate and publish data and dashboards that track key direct care/support workforce metrics.
- Advocate for active and meaningful engagement of all relevant DHHS divisions in addressing this crisis.

An Invitation

Essential Jobs, Essential Care-NC Advisory Group Members

Mary Bethel, NC Coalition on Aging

Amanda Borer, Duke University

Nathan Boucher, Duke University

Karen Brewer, NC Assisted Living Association

Heather Burkhardt, NC Coalition on Aging

Erin Carson, National Domestic Workers Alliance

Chanelle "CC" Croxton, National Domestic Workers Alliance

Anna Cunningham, NC Council on Developmental Disabilities

Jon D'Angelo, NC Council on Developmental Disabilities

Trish Farnham, NC Coalition on Aging

Ted Goins, Lutheran Services Carolinas

Bill Lamb, Friends of Residents in Long-Term Care

Sandi Lane, Appalachian State University

Joel Maynard, NC Providers Council

Ana Pardo, NC Justice Center

Kezia Scales, PHI

Brooks Shelley, Aldersgate

Adam Sholar, NC Health Care Facilities Association

Kathie Smith, NC Association of Home and Hospice Care

Melissa Swartz, NC Council on Developmental Disabilities

Talley Wells, NC Council on Developmental Disabilities



Listen to EJEC -NC Advising Member,
Dr. Kezia Scales' remarks to the US
Senate's Special Committee on Aging,
3/9/2023