

# HOME-BASED CARE WORKFORCE CRISIS

## ISSUE BACKGROUND

In 2019, prior to the COVID-19 PHE, The U.S. Department of Labor projected that Pennsylvania would require 37,000 *additional* direct care workers by 2026. This number did not include vacancies due to turnover.

Since then, these numbers have grown significantly, with DOL now projecting a need for 45,000 new home health and personal care aides in the coming years. Adding staffing needs due to turnover, the numbers are staggering, with a combined need of 394,300 openings in *Pennsylvania alone*.

## PROJECTED JOB OPENINGS IN PENNSYLVANIA (2018-2028)

OCCUPATION	GROWTH	% GROWTH	SEPARATIONS	TOTAL OPENINGS
Home Health Aides	13,390	29%	59,610	73,000
Nursing Assistants	8,220	10%	93,680	101,900
Personal Care Aides	31,170	26%	188,230	219,400
<b>Total</b>	<b>52,780</b>	<b>22%</b>	<b>341,520</b>	<b>349,300</b>

*Paraprofessional Healthcare Institute (PHI)*

A 2021 Mercer study forecasts that Pennsylvania will face a shortage of 278,000 low wage healthcare workers (3rd worst in the country) and 20,000 RNs (worst in the country) by 2026.

## TO SAY THAT HOME-BASED CARE IS IN CRISIS IS AN UNDERSTATEMENT.

Consumer demand for **in-home care has increased by more than 25%** since 2019, while demand for **facility-based care has decreased by more than 15%**.

As of December 2021, the number of Pennsylvanians receiving Medicaid-paid services in a facility was only a fraction (37%) of those receiving services at home.

- HCBS Enrollment: **115,253**
- Long-Term Care Enrollment: **43,358**

## HOME-BASED CARE PROVIDERS NEED HELP.

In a recent survey, **93%** of PHA's **home health members** and **98%** in **homecare** reported **turning away cases/referrals** due to **staffing shortages**. Since 2020, homecare agencies have **lost an average of 25%** of their **caregiving staff**; **home health agencies** have **lost approximately 20%** of their **healthcare staff**. The number one reason why employees have left in the last two years is **wages**.

## CALL TO ACTION

Include home-based care agencies in future workforce funding packages. Other providers on the healthcare continuum cannot discharge patients and consumers because we do not have the workforce to care for them. Individuals in need of home-based care to stay out of hospitals and other facilities need qualified caregivers to provide these necessary services. In-home caregivers need your support to relieve the strain on the system and protect and preserve access to quality in-home care.