



PENNSYLVANIA'S HOME-BASED CARE

WORKFORCE CRISIS

Pennsylvania home-based care providers are experiencing **crisis-level staffing shortages**, leaving vulnerable Pennsylvanians without access to quality in-home care and hospitals and facilities with patients unable to be discharged.

PA HOMECARE SNAPSHOT

62%
average turnover rate

\$13.40¹
average hourly wage
(includes private pay wages)

-277,711
PROJECTED EMPLOYMENT GAP OF LOWER ²
WAGE HEALTHCARE WORKERS BY 2026

THIRD WORST IN THE COUNTRY

CAREGIVER JOB OPENINGS BY 2028³

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
Total	52,780	22%	341,520	349,300

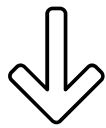
PHA Workforce Survey: Homecare

wages

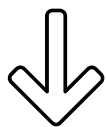
top reason why employees left their caregiving job in the last two years

-25%

average loss of care staff since early 2020



82% of respondents' applicant pools have declined by more than 25%



48% of respondents' applicant pools have declined by more than 50%

HOMECARE PROVIDERS

98%

of survey respondents have declined cases or referrals in the last year due to staffing shortages.

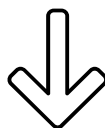
HOME HEALTH PROVIDERS

93%

of survey respondents have declined cases or referrals in the last year due to staffing shortages.

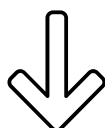
PA HOME HEALTH SNAPSHOT

-20%
average loss of care staff since early 2020



87% of respondents' applicant pools have declined by more than 25%

wages
top reason why employees left their healthcare job in the last two years



47% of respondents' applicant pools have declined by more than 50%

-20,345
PROJECTED EMPLOYMENT GAP OF REGISTERED NURSES BY 2026²

WORST IN THE COUNTRY

PHA Workforce Survey: Home Health

Hear providers' stories first hand at www.pahomecare.org/crisis-in-caregiving



1. BUREAU OF LABOR AND STATISTICS 2. 2021 US HEALTHCARE LABOR MARKET STUDY, MERGER 3. PHA EMPLOYMENT STATISTICS