

PHI's Direct Care Workforce State Index

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What is the State Index?

The State Index is an online, interactive tool that can be used to rank and compare states based on their public policies to support direct care workers and how these workers are fairing financially.

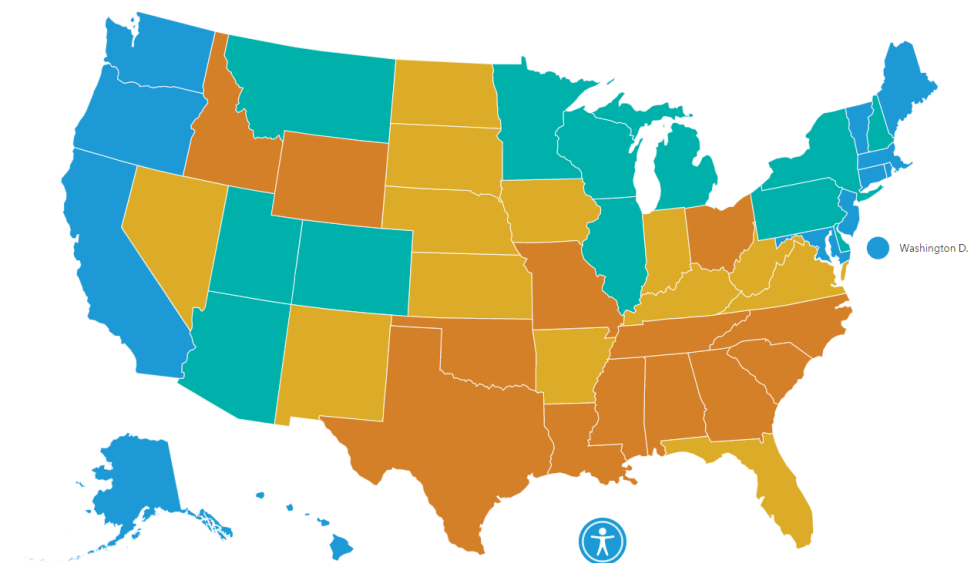
The Direct Care Workforce State Index

Direct care workers are essential—yet their jobs are rife with challenges that impoverish and force many of them out of this field. While a growing number of state leaders have begun responding to this crisis by prioritizing this workforce, every state must invest in these workers to address the staffing crisis devastating this sector. PHI's new online tool—the Direct Care Workforce State Index—helps policymakers, advocates, and other stakeholders understand how states support direct care workers, where they can improve, and how they compare to other states.

FAQ & METHODOLOGY

SELECT A STATE

You can view more information about a state's ranking by using the map or list below.



Background: Direct Care Workforce

- High demand & high growth occupations
 - 4.7 Million direct care workers nationally, 112,630 in NC
 - Projected growth 2020-2030:
 - Nationally: 1.2M new jobs, 7.9M total job openings
 - NC: 22,900 new jobs, 182,400 total job openings
- Characterized by low wages, few benefits, limited trainings, low job quality
 - \$14.27/hr nationally, \$12.59 in NC
 - 14% uninsured nationally, 17% in NC

How can the State Index Help?

By providing extensive state-level data and enabling cross-state comparisons, the State Index can compel action to create the policy infrastructure that is critically needed to improve direct care job quality.

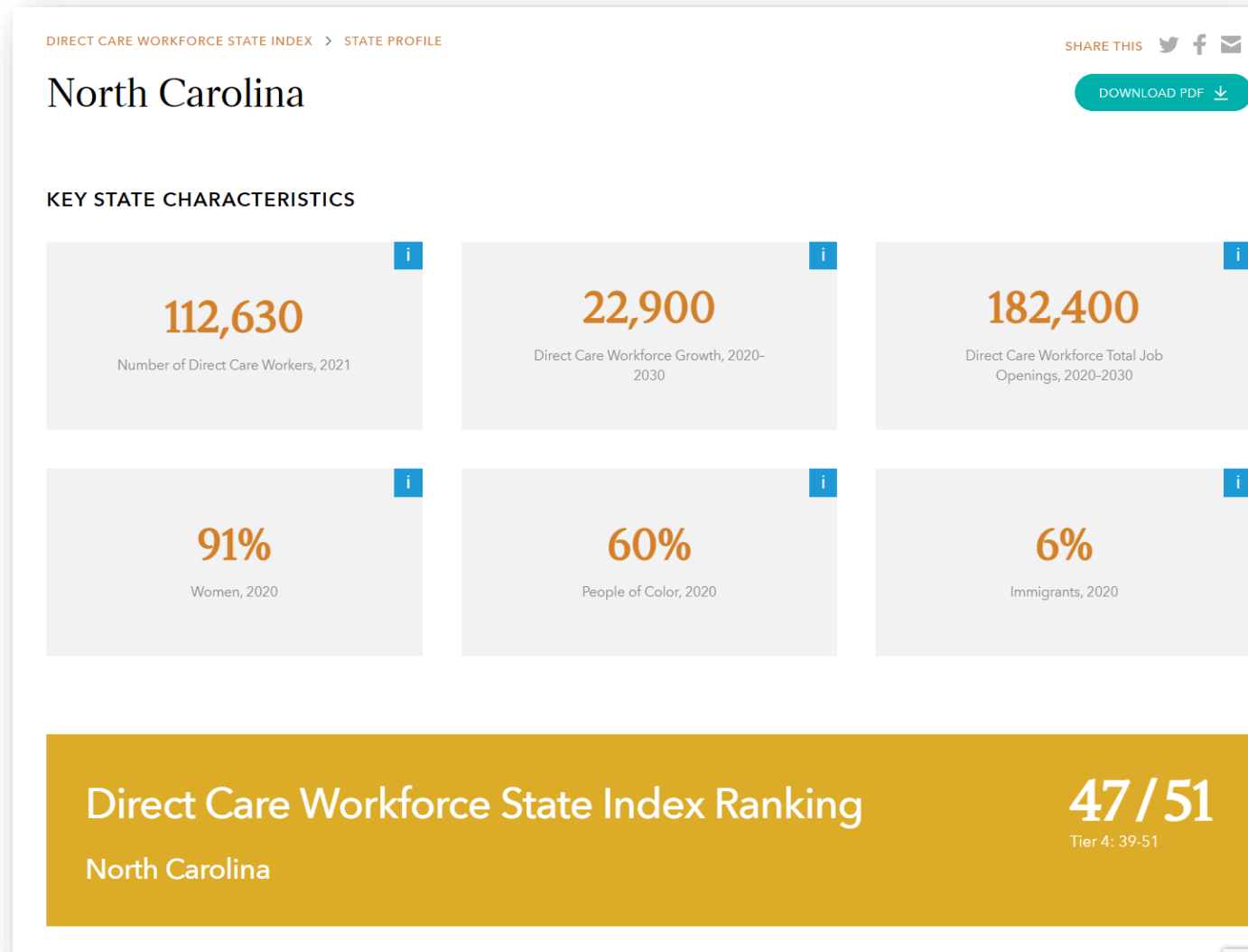
Worker Supportive Policies Index

1. Direct Care Worker-Specific Policies: Wages, training requirements, wage pass-through policies, matching service registry
2. Universal Worker Policies: Minimum wage, Medicaid expansion, paid leave policies, EITC, and more

Direct Care Worker Economic Index

- Median wages
- Wage competitiveness
- Median annual personal earnings
- Poverty status
- Housing cost burden
- Health insurance coverage

State Profile: NC



State Profile: NC

Direct Care Workforce State Index Ranking

North Carolina

47/51

Tier 4: 39-51

Worker Supportive Policies Index

48/51

Direct Care Workforce Policies

State policies that improve direct care worker compensation, training, and access to employment (via matching service registries).

	Score	Year	Compare
Personal Care Aide Training Standards Key Provisions	7/10	2019	
Home Health Aide Training Standards Exceed Federal Minimum	No	2019	
Nursing Assistant Training Standards Exceed Federal Minimum	No	2019	
Dollar-Amount Wage-Pass Through Policy (Current)	No	2022	
Percentage Wage-Pass Through Policy (Current)	No	2022	
State-Funded Matching Service Registry	No	2018	

Universal Labor Policies

State policies that support all workers' ability to access health insurance, take paid time off, collectively bargain, achieve greater economic stability, and access/maintain employment without discrimination.

	Score	Year	Compare
Minimum Wage Exceed Federal Minimum Wage	No	2022	
Medicaid Expansion	No	2022	
Paid Sick Leave	No	2021	
Paid Family and Medical Leave	No	2022	
"Right to Work" Laws	Yes	2022	
Refundable State Earned Income Tax Credit	No	2022	
Non-Refundable State Earned Income Tax Credit	No	2022	
Protections for LGBTQ+ Workers	No	2021	

Direct Care Workforce Economic Index

36/51




	Score	Year	Compare
Median Wage	\$12.59	2021	
Wage Competitiveness	-\$2.75	2021	
Median Personal Earnings	\$20,500	2020	
Low-Income Household	47%	2020	
Lacks Affordable Housing	31%	2020	
Uninsured	17%	2020	



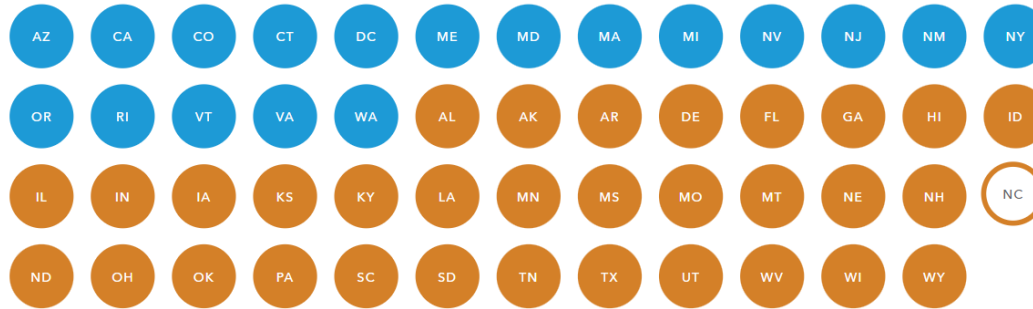
State-to-State Comparisons

Universal Labor Policies

State policies that support all workers' ability to access health insurance, take paid time off, collectively bargain, achieve greater economic stability, and access/maintain employment without discrimination.

	Score	Year	Compare
Minimum Wage Exceed Federal Minimum Wage	No	2022	
Medicaid Expansion	No	2022	
Paid Sick Leave	No	2021	

● Yes
● No



NOTES:

Note: Paid sick leave policies allow workers to accrue a specified number of paid hours off to address their own or a family members' health (and for certain other reasons, in some cases).







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<https://www.phinational.org/state-index-tool/>

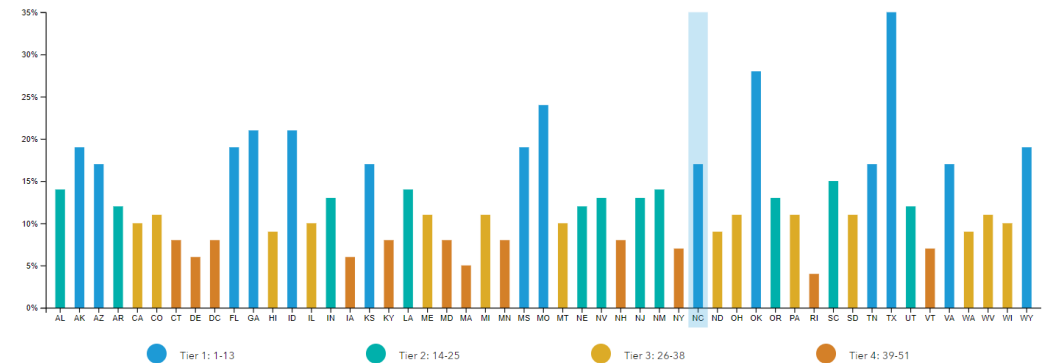
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FAQ & METHODOLOGY

Direct Care Workforce Economic Index

36/51

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NOTES:

Note: This is the percentage of direct care workers who have any form of health insurance, including through their own or a family member's employer or union; through Medicare, Medicaid, or another public program; or through the health insurance marketplace.

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Limitations

- Does not capture policy in progress
- Does not reflect the complexity and nuance of each state environment
- Rankings are approximate; every state has opportunity for improvement

Next Steps

- Please visit: www.phinational.org/state-index-tool/
- We aim to update the State Index regularly, but welcome feedback at any time
- Supporting analysis and guidance are forthcoming



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DIRECT CARE WORKFORCE STATE INDEX RANKINGS

Rank ^	State v	Worker Supportive Policies Index v	Direct Care Workforce Economic Index v
51	TEXAS >	46	50
50	MISSISSIPPI >	48	47
49	LOUISIANA >	35	51
48	ALABAMA >	51	39
47	NORTH CAROLINA >	48	36
46	GEORGIA >	45	45
45	TENNESSEE >	50	32
44	SOUTH CAROLINA >	41	43
43	OKLAHOMA >	40	35
42	IDAHO >	36	46
41	MISSOURI >	28	49
40	WYOMING >	44	22
39	OHIO >	33	41
38	INDIANA >	37	37
37	FLORIDA >	31	38
36	WEST VIRGINIA >	39	31
35	SOUTH DAKOTA >	47	7
34	ARKANSAS >	31	33
33	KENTUCKY >	42	16
32	NEW MEXICO >	22	48