



Home Health Aides & Personal Care Assistants

Overview of available data on employment and wages

Elisa Cafferata, Director

Latonia Coleman & Christopher Sewell, Deputy Directors

David Schmidt, Chief Economist

Prepared by the Research & Analysis Bureau

Home Health and Personal Care Aides

Quick Facts: Home Health and Personal Care Aides	
2020 Median Pay	\$27,080 per year
	\$13.02 per hour
Typical Entry-Level Education	High school diploma or equivalent
Work Experience in a Related Occupation	None
On-the-job Training	Short-term on-the-job training
Number of Jobs, 2020	3,470,700
Job Outlook, 2020-30	33% (Much faster than average)
Employment Change, 2020-30	1,129,900

What Home Health and Personal Care Aides Do

Home health and personal care aides monitor the condition of people with disabilities or chronic illnesses and help them with daily living activities.

Work Environment

Home health and personal care aides work in a variety of settings, including clients' homes, group homes, and day services programs. Most aides work full time, although part-time work is common. Work schedules may vary.

How to Become a Home Health or Personal Care Aide

Home health and personal care aides typically need a high school diploma or equivalent, but some positions do not require it. Those working in certified home health or hospice agencies may need to complete formal training or pass a standardized test.

What They Do

Home health and personal care aides monitor the condition of people with disabilities or chronic illnesses and help them with daily living activities. They often help older adults who need assistance. Under the direction of a nurse or other healthcare practitioner, home health aides may be allowed to give a client medication or to check the client's vital signs.

Duties

Home health and personal care aides typically do the following:

- Assist clients in their daily personal tasks, such as bathing or dressing
- Perform housekeeping tasks, such as laundry, washing dishes, and vacuuming
- Help to organize a client's schedule and plan appointments
- Arrange transportation to doctors' offices or other outings
- Shop for groceries and prepare meals to meet a client's dietary specifications
- Keep clients engaged in their social networks and communities

Home health aides may provide some basic health-related services—such as checking a client's pulse, temperature, and respiration rate—depending on the state in which they work. They also may help with simple prescribed exercises and with giving medications. Occasionally, they change bandages or dressings, give massages, care for skin, or help with braces and artificial limbs. With special training, experienced home health aides also may help with medical equipment, such as ventilators to help clients breathe. Home health aides are supervised by medical practitioners, usually nurses, and may work with therapists and other medical staff. These aides keep records on the client, such as services received, condition, and progress. They report changes in the client's condition to a supervisor or case manager.

Personal care aides, sometimes called caregivers or personal attendants, are generally limited to providing nonmedical services, including companionship, cleaning, cooking, and driving. Some of these aides work specifically with people who have developmental or intellectual disabilities to help create a behavior plan and teach self-care skills, such as doing laundry or cooking meals.

Work Environment

Home health and personal care aides held about 3.5 million jobs in 2020. The largest employers of home health and personal care aides were as follows:

Individual and family services	44%
Home healthcare services	25%
Continuing care retirement communities and assisted living facilities for the elderly	7%
Residential intellectual and developmental disability facilities	7%

Many home health and personal care aides work in clients' homes; others work in group homes or care communities. Some aides work with only one client, while others work with groups of clients. They sometimes stay with one client on a long-term basis or for a specific purpose, such as hospice care. They may work with other aides in shifts so that the client always has an aide. Aides may travel as they help people with disabilities go to work and stay engaged in their communities.

Injuries and Illnesses

Work as a home health or personal care aide can be physically and emotionally demanding. Because they often move clients into and out of bed or help with standing or walking, aides must use proper lifting techniques to guard against back injury. In addition, aides may work with clients who have cognitive impairments or mental health issues and who may display difficult or violent behaviors. Aides also face hazards from minor infections and exposure to communicable diseases but can lessen their chance of infection by following proper procedures.

Work Schedules

Most aides work full time, although part-time work is common. They may work evening and weekend hours, depending on their clients' needs. Work schedules may vary.

Similar Occupations

<u>Occupation</u>	<u>Job Duties</u>	<u>Entry-Level Education</u>	<u>2020 Median US Pay</u>	<u>Difference</u>
Childcare Workers	Childcare workers attend to children's needs while helping to foster early development.	High school diploma or equivalent	\$25,460	-\$1,620
Licensed Practical and Licensed Vocational Nurses	Licensed practical nurses (LPNs) and licensed vocational nurses (LVNs) provide basic nursing care.	Postsecondary nondegree award	\$48,820	\$21,740
Medical Assistants	Medical assistants complete administrative and clinical tasks in hospitals, offices of physicians, and other healthcare facilities.	Postsecondary nondegree award	\$35,850	\$8,770
Nursing Assistants and Orderlies	Nursing assistants provide basic care and help patients with activities of daily living. Orderlies transport patients and clean treatment areas.	See How to Become One	\$30,830	\$3,750
Occupational Therapy Assistants and Aides	Occupational therapy assistants and aides help patients develop, recover, improve, as well as maintain the skills needed for daily living and working.	See How to Become One	\$60,950	\$33,870
Physical Therapist Assistants and Aides	Physical therapist assistants and aides are supervised by physical therapists to help patients regain movement and manage pain after injuries and illnesses.	See How to Become One	\$49,970	\$22,890
Psychiatric Technicians and Aides	Psychiatric technicians and aides care for people who have mental illness and developmental disabilities.	See How to Become One	\$33,140	\$6,060
Registered Nurses	Registered nurses (RNs) provide and coordinate patient care and educate patients and the public about various health conditions.	Bachelor's degree	\$75,330	\$48,250
Social and Human Service Assistants	Social and human service assistants provide client services in a variety of fields, such as psychology, rehabilitation, and social work.	High school diploma or equivalent	\$35,960	\$8,880

Living Wages

A living wage level is not a number that is calculated by the US Bureau of Labor Statistics nor DETR, so these numbers come from an outside source – other sources may be available, but this one has an open methodology that may be valuable if a level with different factors is desired.

“The living wage model is an alternative measure of basic needs. It is a market-based approach that draws upon geographically specific expenditure data related to a family’s likely minimum food, childcare, health insurance, housing, transportation, and other basic necessities (e.g. clothing, personal care items, etc.) costs. The living wage draws on these cost elements and the rough effects of income and payroll taxes to determine the minimum employment earnings necessary to meet a family’s basic needs while also maintaining self-sufficiency.”

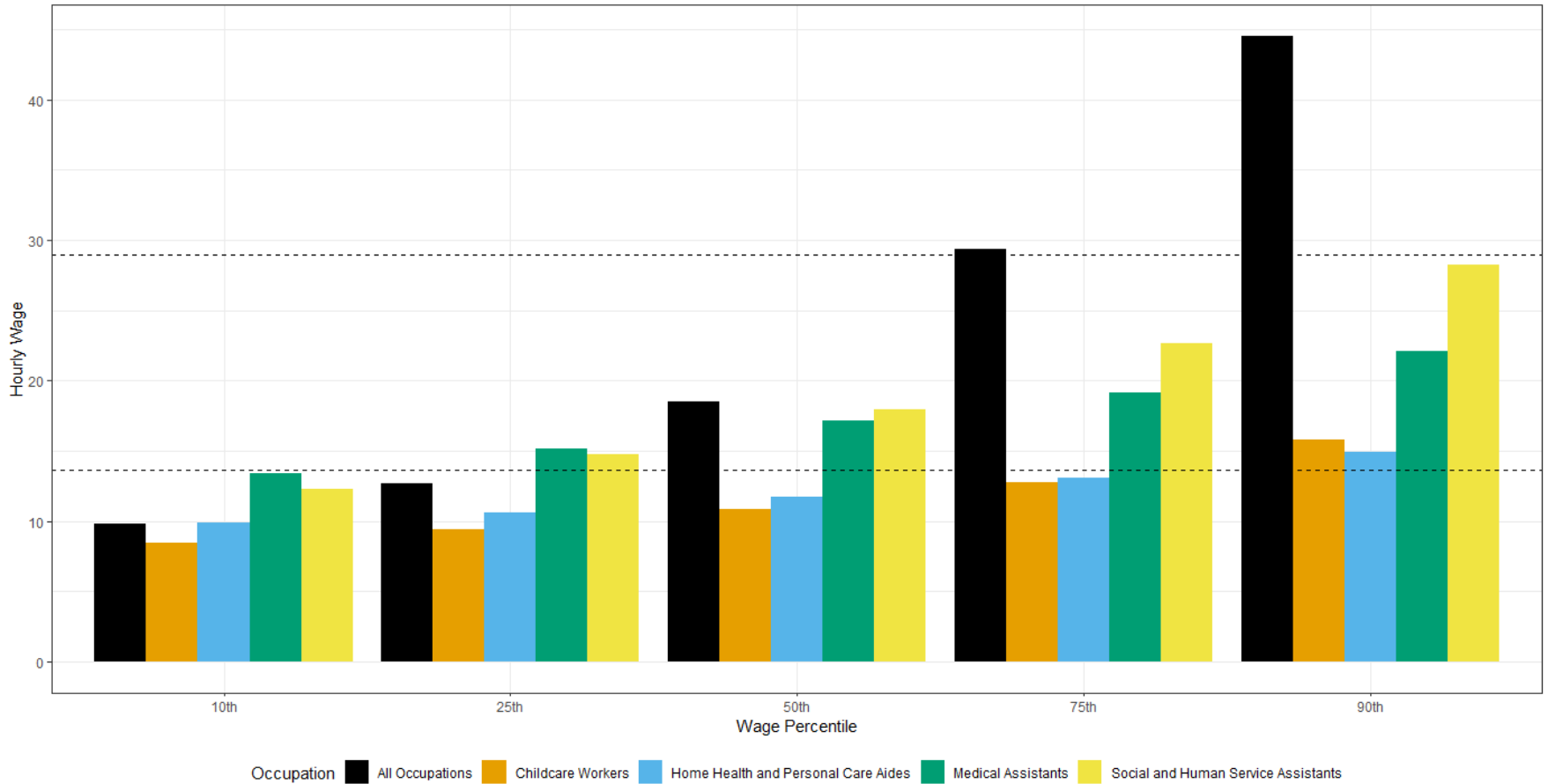
Glasmeier, Amy K. Living Wage Calculator. 2020. Massachusetts Institute of Technology. livingwage.mit.edu.

Nevada Living Wage, Assuming Full-Time Hours	0 Children	1 Child	2 Children	3 Children	2019 Distribution by Number of Children	0	1-2	3+
1 Adult	\$13.67	\$28.98	\$36.61	\$48.40	1 Adult	19%	16%	4%
2 Adults, 1 Working	\$22.97	\$26.85	\$30.40	\$33.92	2 Adults, 1 Working	27%	16%	4%
2 Adults, 2 Working	\$11.48	\$15.91	\$20.16	\$24.41	2 Adults, 2 Working	9%	5%	1%

Occupation and Living Wages

Comparison of Nevada Wages to Living Wage Range

Dashed lines represent high/low range of most common living wage conditions
 Top line is one adult, one child; bottom line is one adult, no children



Questions?

For assistance with Nevada's Labor market information, please contact the Research & Analysis Bureau:

Phone: 775-684-0450

E-mail: detrImi@detr.nv.gov

Occupation wage data from BLS:

<https://www.bls.gov/ooh/healthcare/home-health-aides-and-personal-care-aides.htm>

Living wage data source:

Glasmeier, Amy K. Living Wage Calculator. 2020. Massachusetts Institute of Technology. livingwage.mit.edu.

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