

Some Facts about Direct Care Workers in MI

- Roughly 190K DCWs serve several hundred thousand MI residents
- 203,900 Projected DCW Job Openings by 2026
- 36K more DCWs needed right now
- Median Hourly Wage Range \$11.85-\$15.18 (2020, PSC)
- Median Annual Earning Range \$24,640-\$31,570 (2020, PSC)
- Turnover Rate 43% - 89% depending on DCW occupation. Estimated 75.5% on average statewide across all DCW categories (2020, PSC)
- Turnover Cost per Turnover Occurrence \$6,160 - \$7,893 depending on DCW type and setting (Total Direct & Indirect Costs, PSC)
- Turnover Costs to Businesses State-wide \$684M Annually (Total Direct & Indirect, 2020, PSC)
- Higher Wages & Training substantially reduce turnover and Medicaid costs, and improve health outcomes
- 50% DCWs in or near poverty
- 89% DCWs Women
- 40% DCWs People of Color; 5% DCWs Immigrants

Direct Care Workers

(DCWs) is a general term referring to individuals who

- provide essential services through behavioral health, community mental health and long-term care systems including PACE to support individuals with disabilities and older adults
- work in private homes, group homes, assisted living facilities, nursing homes, and community living supports settings
- go by many titles including, but not limited to, certified nursing assistants, home health aides, hospice aides, personal care assistants, direct support professionals, Home Help providers, job coaches, self-directed home care workers, and home care companions.
- are distinguished by core assignments shared by most DCWs that generally include assisting with hands-on personal care, activities of daily living, instrumental activities of daily living, vocational assistance, and rehabilitation.

Most DCWs are paid through Medicaid but may also be covered by Older Americans Act funds, private insurance, Medicare, directly by clients, or other funding sources.

**No qualified DCW workforce =
No Long-Term Supports and Services**

Multiple statewide leaders and initiatives are addressing the DCW shortage in concrete ways. Please join us - let's work together.

Contact IMPART Alliance for more information.

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