Shaping policy • Sharing solutions • Strengthening communities
Federal Overview of the Disability Workforce: Solving the Workforce Crisis

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ANCOR
ANCOR is...
A national nonprofit trade association advocating and supporting

- Over **1,000 private providers** of services and supports to
- Over **600,000 people with disabilities** and their families
- And employing a workforce of over **500,000 direct support professionals** (DSPs) and other staff
- **Membership benefits include robust government relations representation at federal level and access to exclusive ANCOR content, as well as exclusive discounts on technology and I/DD products through the ANCOR marketplace.**
BLS DATA
How much are health aides paid?

![Bar chart showing average dollars per hour worked for All workers and Health Aides.]

- **All workers**
  - Hourly pay: 22.88
  - Total compensation: 33.49

- **Health Aides**
  - Hourly pay: 11.42
  - Total compensation: 16.16

Job Requirements (BLS Data)

One Month or Less of Vocational Preparation

- All workers: 33%
- Health Aides: 62%

Simple Cognitive Demands

- All workers: 51%
- Health Aides: 85%

Light or Sedentary Work

- All workers: 70%
- Health Aides: 66%

## Job dynamics over 10 years: Healthcare and social assistance employers

### Health care and social assistance
Seasonally adjusted, in thousands

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<thead>
<tr>
<th></th>
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</thead>
<tbody>
<tr>
<td><strong>Job openings</strong></td>
<td>645</td>
<td>962</td>
<td>49.1%</td>
</tr>
<tr>
<td><strong>Hires</strong></td>
<td>424</td>
<td>539</td>
<td>27.1%</td>
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<tr>
<td><strong>Total separations</strong></td>
<td>381</td>
<td>494</td>
<td>29.7%</td>
</tr>
<tr>
<td><strong>Quits</strong></td>
<td>242</td>
<td>351</td>
<td>45.0%</td>
</tr>
<tr>
<td><strong>Layoffs and discharges</strong></td>
<td>110</td>
<td>105</td>
<td>-4.5%</td>
</tr>
<tr>
<td><strong>Health care and social assistance employment</strong></td>
<td>15,069</td>
<td>19,193</td>
<td>27.4%</td>
</tr>
<tr>
<td><strong>Home health care services employment</strong></td>
<td>845</td>
<td>1,392</td>
<td>64.7%</td>
</tr>
</tbody>
</table>

Source: BLS Current Employment Statistics and Job Openings and Labor Turnover Survey
Job openings outpace hires

Source: Job Openings and Labor Turnover Survey and Current Employment Statistics
Shaded areas represent recessions as determined by the National Bureau of Economic Research.
Quits outpace layoffs and discharges

Quits and layoffs & discharges, health care and social assistance
December 2000-July 2016
Seasonally adjusted, in thousands

Source: Job Openings and Labor Turnover Survey
Shaded areas represent recessions as determined by the National Bureau of Economic Research
Growth of DSP Field

Expected Employment Growth 2014-2024: DSPs vs. National Average

- Personal Care Aides: 26%
- Home Health Aides: 38%
- National Average: 7%
How to Partake in BLS Data – the SOC

• The 2010 Standard Occupational Classification (SOC) system is used by Federal statistical agencies to classify workers into occupational categories for the purpose of collecting, calculating, or disseminating data. All workers are classified into one of 840 detailed occupations according to their occupational definition. To facilitate classification, detailed occupations are combined to form 461 broad occupations, 97 minor groups, and 23 major groups. Detailed occupations in the SOC with similar job duties, and in some cases skills, education, and/or training, are grouped together.
Guidance from CMS
