

Occupational Profile: Home Health Aide

GENERAL OCCUPATION DESCRIPTION

Provide routine, personal healthcare, such as bathing, dressing, or grooming, to elderly, convalescent, or disabled persons in the home of patients or in a residential care facility.

Specific tasks include:

- Maintain records of patient care, condition, progress, or problems to report and discuss observations with supervisor or case manager.
- Provide patients with help moving in and out of beds, baths, wheelchairs or automobiles, and with dressing and grooming.
- Provide patients and families with emotional support and instruction in areas such as caring for infants, preparing healthy meals, living independently, or adapting to disability or illness.
- Change bed linens, wash and iron patients' laundry, and clean patients' quarters.
- Entertain, converse with, or read aloud to patients to keep them mentally healthy and alert.
- Plan, purchase, prepare, or serve meals to patients or other family members, according to prescribed diets.
- Direct patients in simple prescribed exercises or in the use of braces or artificial limbs.
- Check patients' pulse, temperature and respiration.
- Change dressings.
- Perform a variety of duties as requested by client, such as obtaining household supplies or running errands.

Source: O*NET online. <http://online.onetcenter.org>

REQUIRED EDUCATION

As shown in the table (right), 93% of surveyed employers reportedly required a high school diploma or less for this occupation. Only 7% required a 2-year degree or the equivalent, and no employers required a 4-year degree.

Required Education	
Percent of Employers Requiring HS Diploma or Less	93%
Percent of Employers Requiring 2-Year Degree or Equiv	7%
Percent of Employers Requiring BS Diploma or More	0%

Source: Bureau of Labor Statistics

WAGES

Home Health Aide is generally considered a low-wage occupation, with limited possibility for wage advancement with experience. This occupation is paid comparably in the

Greater Phoenix MSA and Arizona as compared with the overall United States.

Location	Pay Period	2005				
		10%	25%	Median	75%	90%
United States	Hourly	\$6.80	\$7.67	\$9.04	\$10.51	\$12.67
	Yearly	\$14,100	\$16,000	\$18,800	\$21,900	\$26,400
Greater Phoenix MSA	Hourly	\$7.38	\$8.35	\$9.55	\$10.77	\$11.58
	Yearly	\$15,358	\$17,376	\$19,874	\$22,412	\$24,098
Arizona	Hourly	\$7.08	\$7.82	\$9.02	\$10.25	\$11.24
	Yearly	\$14,700	\$16,300	\$18,800	\$21,300	\$23,400

Source: Bureau of Labor Statistics

As shown in the table to right, a comparison of wages for this occupation by State reveals Arizona ranks 28^h in terms of wages.

RANK	Location	Median Wage 2005	
		Hourly	Annual
1	Alaska	\$11.97	\$24,900
2	Connecticut	\$11.87	\$24,700
3	Massachusetts	\$11.16	\$23,200
4	Rhode Island	\$10.88	\$22,600
5	New Hampshire	\$10.41	\$21,700
28	ARIZONA	\$9.02	\$18,800

Source: Bureau of Labor Statistics

The table below provides a comparison of wages by industry for the Greater Phoenix MSA (2005). As shown, the two largest employment sectors exhibit slightly differing wages, with 'ambulatory health care services' firms generally offering more than other sectors.

Wages by Industry: Greater Phoenix MSA (2005)	Rounded Employment	Mean Wage	10th Percentile Wage	25th Percentile Wage	Median Wage	75th Percentile Wage	90th Percentile Wage
Ambulatory Health Care Services	1,570	\$10.17	\$7.47	\$8.90	\$10.25	\$11.81	\$12.97
Hospitals	NR	\$9.26	\$7.36	\$8.16	\$9.30	\$10.38	\$11.04
Nursing and Residential Care Facilities	2,530	\$9.03	\$7.32	\$8.00	\$9.09	\$10.11	\$10.72

EMPLOYMENT

As shown in the table below, this occupation has a projected 54% growth over 10 years (between 2003 and 2013) for the Greater Phoenix MSA. There is an average projected 401 job openings each year, comprised of 323 new jobs and 78 positions vacated by individuals leaving the field (due to retirement, death, career changes, or other reasons).

	10-YEAR CHANGE			AVERAGE ANNUAL		
	Employment		Percent Change	Job Openings	Growth	Separations
United States	2004	2014				
Home Health Aide	624,000	973,700	56%	43,150	n/a	n/a
Arizona	Employment		Percent Change	Job Openings	Growth	Separations
	2002	2012				
Home Health Aide	10,390	17,560	69%	850	n/a	n/a
Greater Phoenix MSA	Employment		Percent Change	Job Openings	Growth	Separations
	2003	2013				
Home Health Aide	5,925	9,156	54%	401	323	78

Job Openings refers to the average annual job openings due to growth and net replacement.

Source: Bureau of Labor Statistics

An additional source of information regarding this occupation can be provided by analysis of employer survey data collected for the Maricopa County Community Colleges by the ERISS Corporation in 2004. As shown, the ERISS survey data shows a projected 1-year growth rate of 15%, which is higher than the average of 5.4% per year reflected by the BLS data above. However, the ERISS data could be considered more indicative

of the true trend, as it asks employers only to project 1 year out, and also interviewed more local employers than the BLS survey.

Additionally, the ERISS data provides an indicator of turnover for this occupation, which is reported to be 18%. This is typically high for low-wage low-skill occupations within the Health Services industry.

ERISS Occupational Survey Data (2004)			
Greater Phoenix MSA	Growth	Turnover	Demand
Home Health Aide	15.0%	18.0%	33.0%

Source: 2004 ERISS occupational survey

Comparison of employment projections for top five regions for Home Health Aides

As shown in the table to right, a between states comparison reveals Arizona ranks first in terms of projected 10-year growth for this occupation between 2002 and 2012 (69%).

RANK	Location	Employment		Percent Change
		2002	2012	
1	ARIZONA	10,390	17,560	69%
2	Utah	2,080	3,510	68%
3	Idaho	2,270	3,700	63%
4	Georgia	5,870	8,970	53%
5	Maryland	6,730	10,210	52%

Source: Bureau of Labor Statistics

Employment by Industry

The table below shows the industries that most commonly employ Home Health Aides, and the proportion of employment accounted for at the national level. As shown, the Home Health Services industry accounts for the great majority of employment, followed by residential and continuing care facilities.

Percent of Employment Nationally		
NAICS	Percent	Industry
621610	34.1%	Home Health Care Services
623210	13.5%	Residential Mental Retardation Facilities
623311	12.7%	Continuing Care Retirement Communities
624120	10.8%	Services for the Elderly and Persons with Disabilities
623110	5.6%	Nursing Care Facilities

Geo-Location Overlay of Employers with 100 or More Employees that Potentially Employ Occupation (n = 62)

