

Occupational Profile: Personal and Home Care Aide

GENERAL OCCUPATION DESCRIPTION

Assist elderly or disabled adults with daily living activities at the person's home or in a daytime non-residential facility. Duties performed at a place of residence may include keeping house (making beds, doing laundry, washing dishes) and preparing meals. May provide meals and supervised activities at non-residential care facilities. May advise families, the elderly, and disabled on such things as nutrition, cleanliness, and household utilities.

Specific tasks include:

- Perform health care related tasks, such as monitoring vital signs and medication, under the direction of registered nurses and physiotherapists.
- Administer bedside and personal care, such as ambulation and personal hygiene assistance.
- Prepare and maintain records of client progress and services performed, reporting changes in client condition to manager or supervisor.
- Perform housekeeping duties, such as cooking, cleaning, washing clothes and dishes, and running errands.
- Care for individuals and families during periods of incapacitation, family disruption or convalescence, providing companionship, personal care and help in adjusting to new lifestyles.
- Instruct and advise clients on issues such as household cleanliness, utilities, hygiene, nutrition and infant care.
- Plan, shop for, and prepare nutritious meals, or assist families in planning, shopping for, and preparing nutritious meals.
- Participate in case reviews, consulting with the team caring for the client, to evaluate the client's needs and plan for continuing services.
- Transport clients to locations outside the home, such as to physicians' offices or on outings, using a motor vehicle.
- Train family members to provide bedside care.

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

REQUIRED EDUCATION

As shown in the table (right), 86% of interviewed employers reportedly required a high-school diploma or less for this occupation.

Required Education	
Percent of Employers Requiring HS Diploma or Less	86%
Percent of Employers Requiring 2-Year Degree or Equiv	14%
Percent of Employers Requiring BS Diploma or More	0%

Source: Bureau of Labor Statistics

WAGES

Personal and Home Care Aide is generally considered a low-wage occupation, with only marginal possibility for

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

wage advancement with experience. This occupation is generally paid higher for entry level positions in the Greater Phoenix MSA, and the State of Arizona as compared with the overall United States.

Source: Bureau of Labor Statistics

As shown in the table to right, a comparison of wages for this occupation by State reveals Arizona ranks 14th in terms of median wages.

RANK	Location	Median Wage 2005	
		Hourly	Annual
1	Alaska	\$14.01	\$29,100
2	Delaware	\$10.54	\$21,900
3	Massachusetts	\$10.46	\$21,800
4	Rhode Island	\$10.34	\$21,500
5	New Jersey	\$10.30	\$21,400
14	ARIZONA	\$9.30	\$19,300

Source: Bureau of Labor Statistics

The table below provides a comparison of wages by industry for the Greater Phoenix MSA (2005). As shown, the Ambulatory Health Care Services sector pays slightly more for this occupation at all levels of the salary distribution.

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	5,890	\$9.78	\$7.80	\$8.89	\$9.80	\$10.72	\$11.99
Nursing and Residential Care Facilities	1,670	\$8.25	\$7.20	\$7.57	\$8.20	\$8.84	\$9.98
Social Assistance	1,230	\$8.88	\$7.23	\$7.82	\$8.87	\$10.02	\$10.71

Source: Bureau of Labor Statistics

EMPLOYMENT

As shown in the table below, this occupation has a projected 51% growth over 10 years (between 2003 and 2013) for the Greater Phoenix MSA. There is an average projected 385 job openings each year, comprised of 294 new jobs and 91 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
	2004	2014				
United States	701,200	988,500	41%	39,960	n/a	n/a
Personal and Home Care Aides						
Arizona	Employment		Percent Change	Job Openings	Growth	Separations
	2002	2012				
	Personal and Home Care Aides	n/a	n/a	n/a	n/a	n/a
Greater Phoenix MSA	Employment		Percent Change	Job Openings	Growth	Separations
	2003	2013				
	Personal and Home Care Aides	5,706	8,643	51%	385	294

Source: Bureau of Labor Statistics

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

Source: Bureau of Labor Statistics

**N/A is displayed in cases where data is not available or cannot be published because of federal data privacy standards.

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 12%, which is higher than the average of 5.1% per year reflected by the BLS data above.

Additionally, the ERISS data provides an indicator of turnover for this occupation, which is reported to be high at 25%. This high turnover rate is somewhat typical for lower paying occupations within the Health Services industry, and drives the 37% demand.

ERISS Occupational Survey Data (2004)			
Greater Phoenix MSA	Growth	Turnover	Demand
Personal and Home Care Aides	12.0%	25.0%	37.0%

Source: 2004 ERISS occupational survey

Comparison of employment projections for top five regions for Personal and Home Care Aides

As shown in the table to right, a statewide comparison reveals the Greater Phoenix MSA ranks 5th in terms of projected 10-year growth for this occupation (51%).

RANK	Location	Employment		Percent Change
		2002	2012	
1	Utah	2,150	3,520	64%
2	Idaho	1,150	1,860	63%
3	Maine	4,850	7,500	55%
4	Minnesota	16,040	24,370	52%
5	GREATER PHOENIX MSA	5,706 (2003 DATA)	8,643 (2013 DATA)	51%

Source: Bureau of Labor Statistics

*Data for Arizona not available for this occupation. Greater Phoenix MSA data for 2003-2013 substituted.

Employment by Industry

The table below shows the industries that most commonly employ Personal and Home Care Aides, and the proportion of employment accounted for at the national level. As shown, Home Health Care Services businesses account for the most employment. Of interest for this occupation is the relatively large percentage employed by private households or self-employed.

Percent of Employment Nationally by Industry	
Percent	Industry
25.2%	Home Health Care Services
19.4%	Services for the Elderly and Persons with Disabilities
14.3%	Private Households
8.4%	Residential Mental Retardation Facilities
5.6%	Self-Employed Workers (primary job)
5.4%	Community Care Facilities for the Elderly
2.2%	Child, Youth, and all Other Individual and Family Services

Source: Bureau of Labor Statistics

Geo-Location Overlay of Employers with 10 or More Employees that Potentially Employ Occupation (n = 67)

