

Quick Facts

- 1** Home care workers are disproportionately middle age females
- 2** This workforce is very diverse, though the majority of the workers are white, non-Hispanic
- 3** Most home care aides have very little formal education

What Home Care Workers Provide?

In general, the term “home care” is used as an umbrella term that includes all the non-medical and paramedical services that can be provided in people’s homes, including home health aide services, personal care, homemaker services, and companionship services.

Home care services include:

- Personal care, such as help with bathing, washing your hair, or getting dressed
- Homemaking, such as cleaning, yard work, and laundry
- Cooking or delivering meal
- Health care services, such as assistance with managing medication or following physical therapy direction

Who are Home Care Workers?

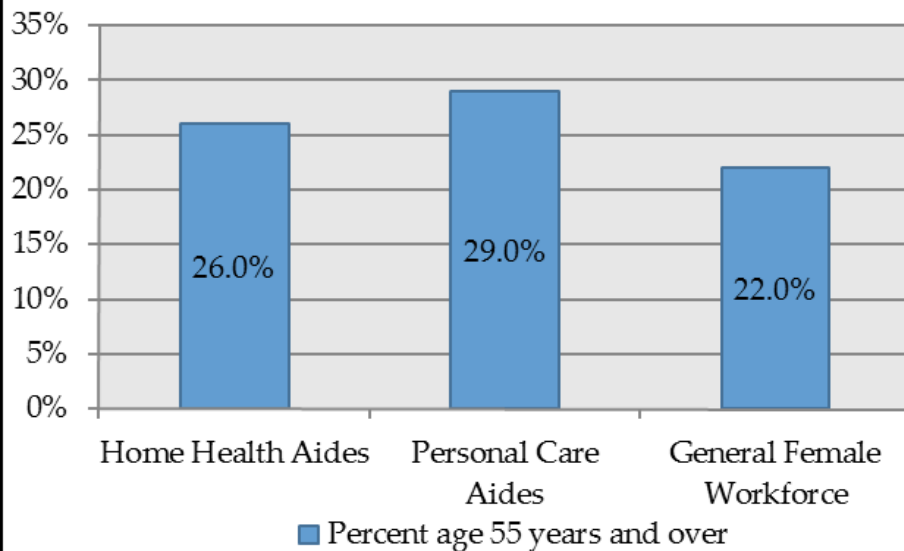
1. Age:

In Massachusetts, the average age of home health aides is 43 years old and 44 for personal care aides, matching the national averages. **Figure 1** shows the percent of home health aides, personal care aides and the general female workforce who are over the age of 55, indicating that a higher proportion of both personal care and home health aides are older than those in the general workforce.

2. Gender:

Home care workers are disproportionately female, with women making up 89% of home health aides and 82% of personal care aide positions.

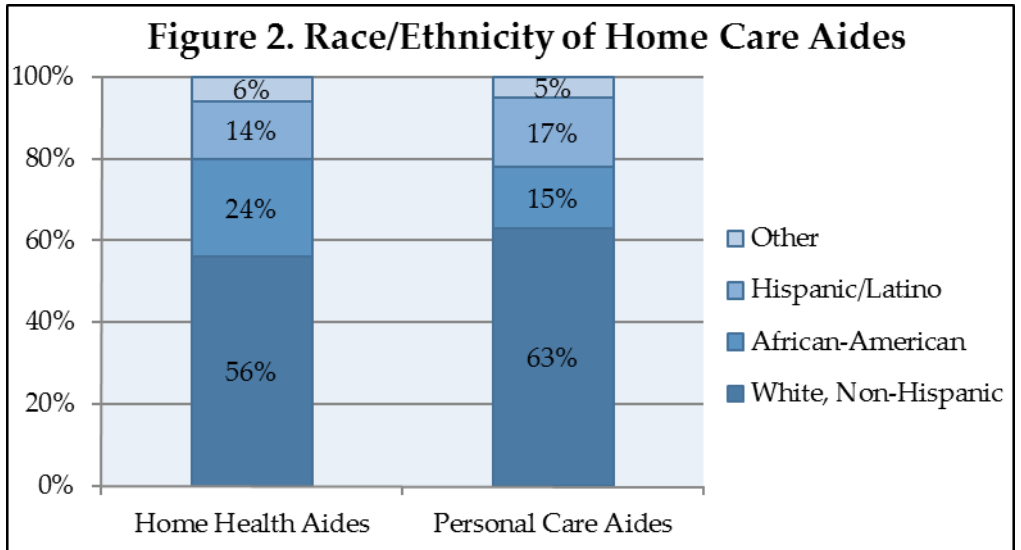
Figure 1. Distribution of Workers Over Age 55



Source: PHI analysis of CPS data on personal and home care aides, 2015. United States Department of Labor, Civilian Labor Force Data, http://www.dol.gov/wb/stats/latest_annual_data.htm. Graph created by author.

3. Race/Ethnicity:

Data shows that in Massachusetts over half of home care aides are white (63% of personal care aides and 56% of home health aides). Home health aides have a higher proportion of African Americans (24%) than Personal Care Aides (15%), though Personal care aides are more likely to be Hispanic/Latino (17%) than home health aides (14%) (see **Figure 2**).



Source: PHI analysis of CPS data on personal and home care aides, 2015. Graph created by author.

Figure 3. Highest Level of Education Achieved, Home Health Aides

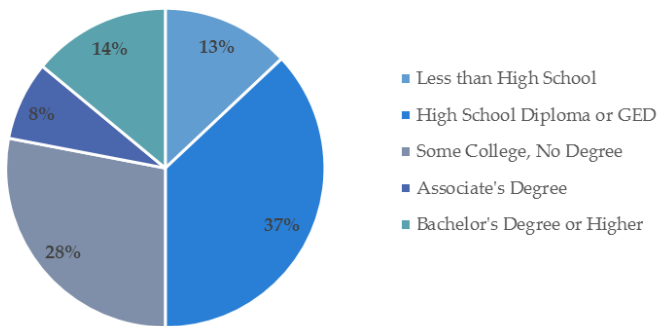
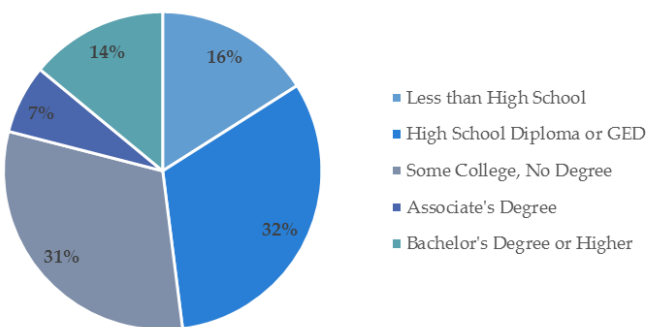


Figure 4. Highest Level of Education Acheived, Personal Care Aides



Source: PHI analysis of CPS data on personal and home care aides, 2015. Graph created by author.

4. Education: In Massachusetts both home health aides and personal care aides report a low level of education. 50% of home health aides are high school graduates or less, similar to personal care aides who report 48%. Among home health aides, 28% report some college or trade school, compared to 31% of personal care aides. A smaller percent, 22% of home health aides and 21% of personal care aides report obtaining an associated degree, bachelor's degree, or higher (see **Figures 3 & 4**).

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