

Disability Services: Looking Toward the Future

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BLS mission

- ... principal Federal agency responsible for measuring
 - ▶ labor market activity
 - ▶ working conditions
 - ▶ price changes in the economy
- ... collect, analyze, and disseminate essential economic information
- ... support public and private decision making



Building blocks for BLS data



ccurate. . . Getting it right



bjective. . . Free from bias



relevant. . . Information you can use

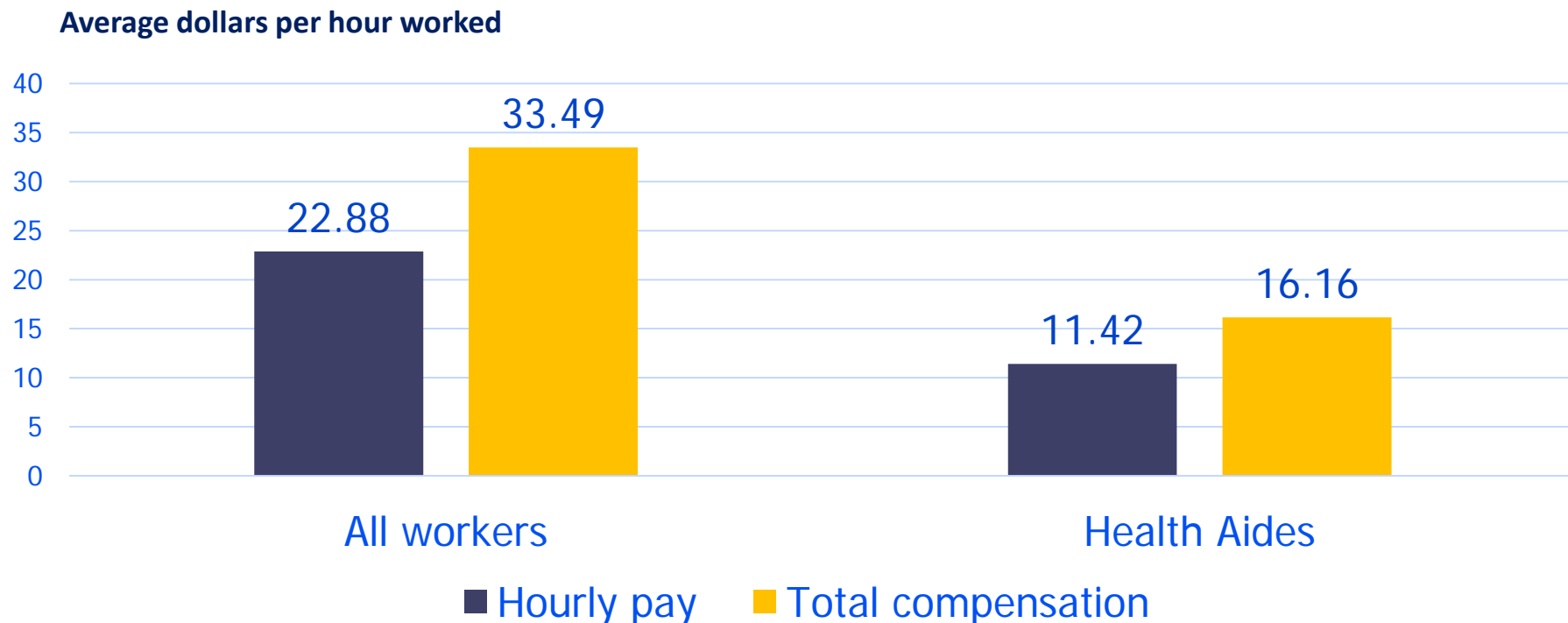


imely. . . Getting it out quickly



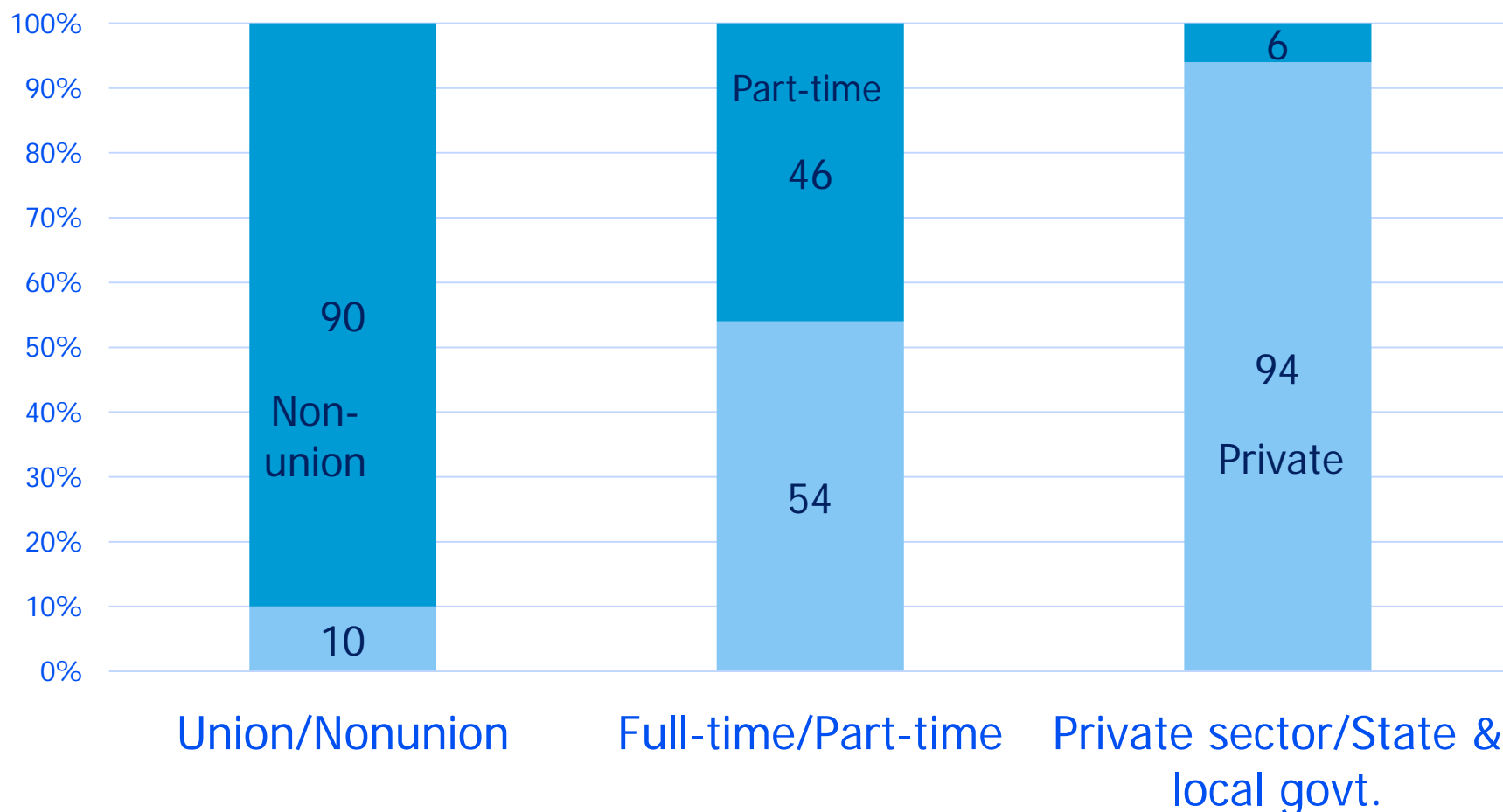
ccessible. . . Meeting you where you are

How much are health aides paid?



Source: National Compensation Survey, Bureau of Labor Statistics, March 2015, unpublished estimates

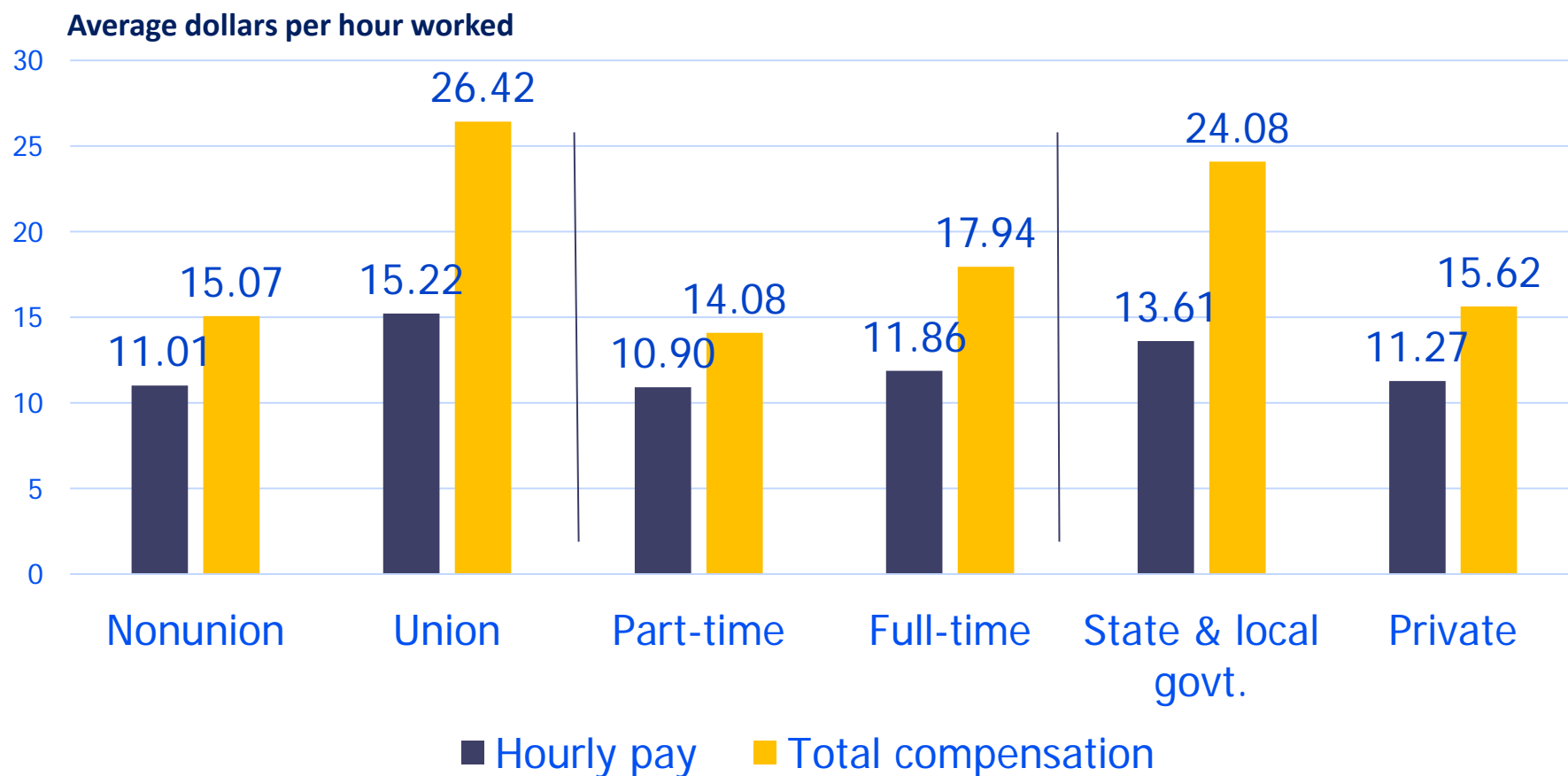
What kinds of jobs are these?



Source: National Compensation Survey, Bureau of Labor Statistics, March 2015, unpublished estimates

Part-time is defined by the establishment, not based on an hours threshold

How much are health aides paid, by subgroup?

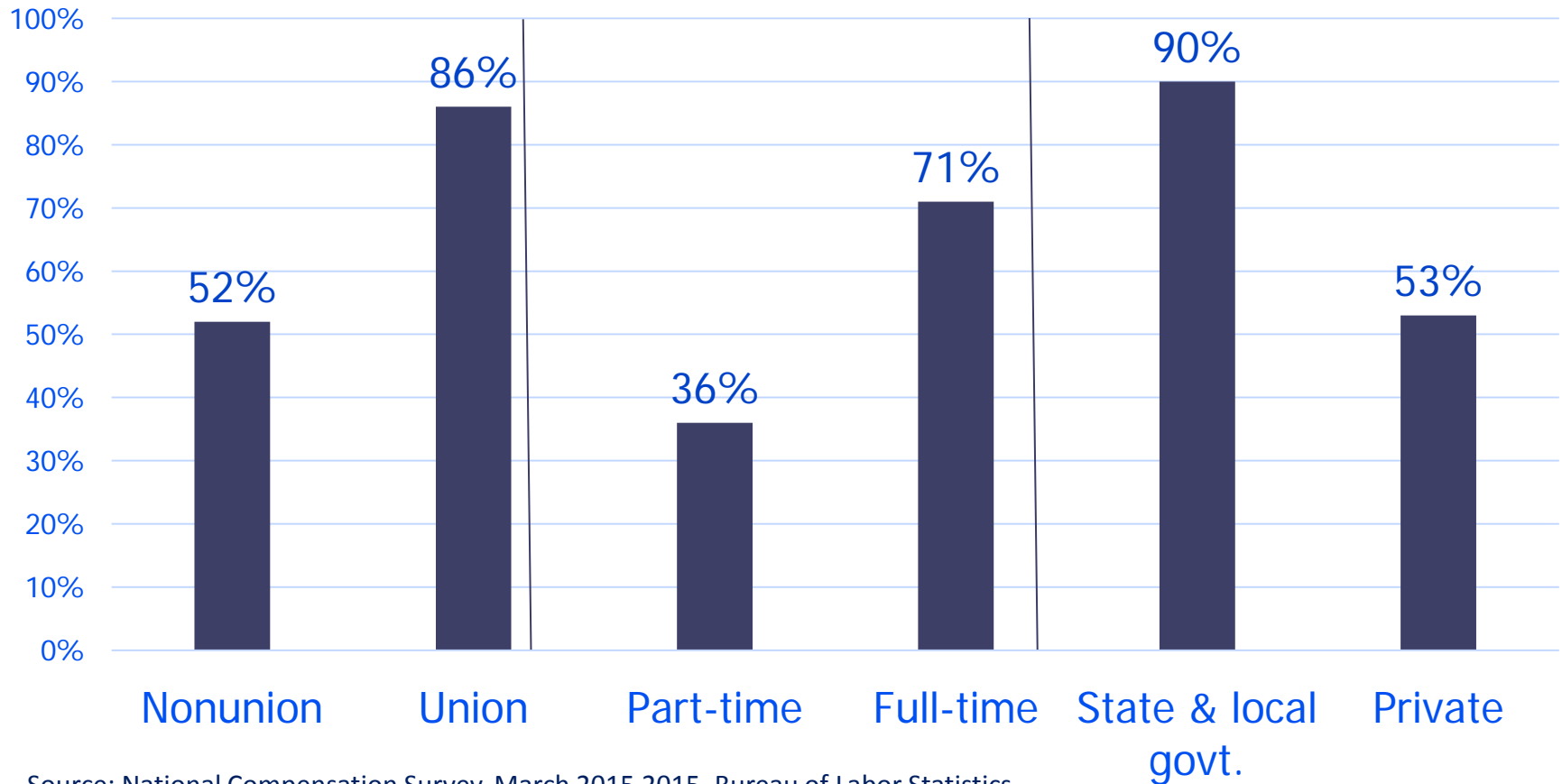


Source: National Compensation Survey, Bureau of Labor Statistics, March 2015, unpublished estimates

Part-time is defined by the employer, not based on an hours threshold.

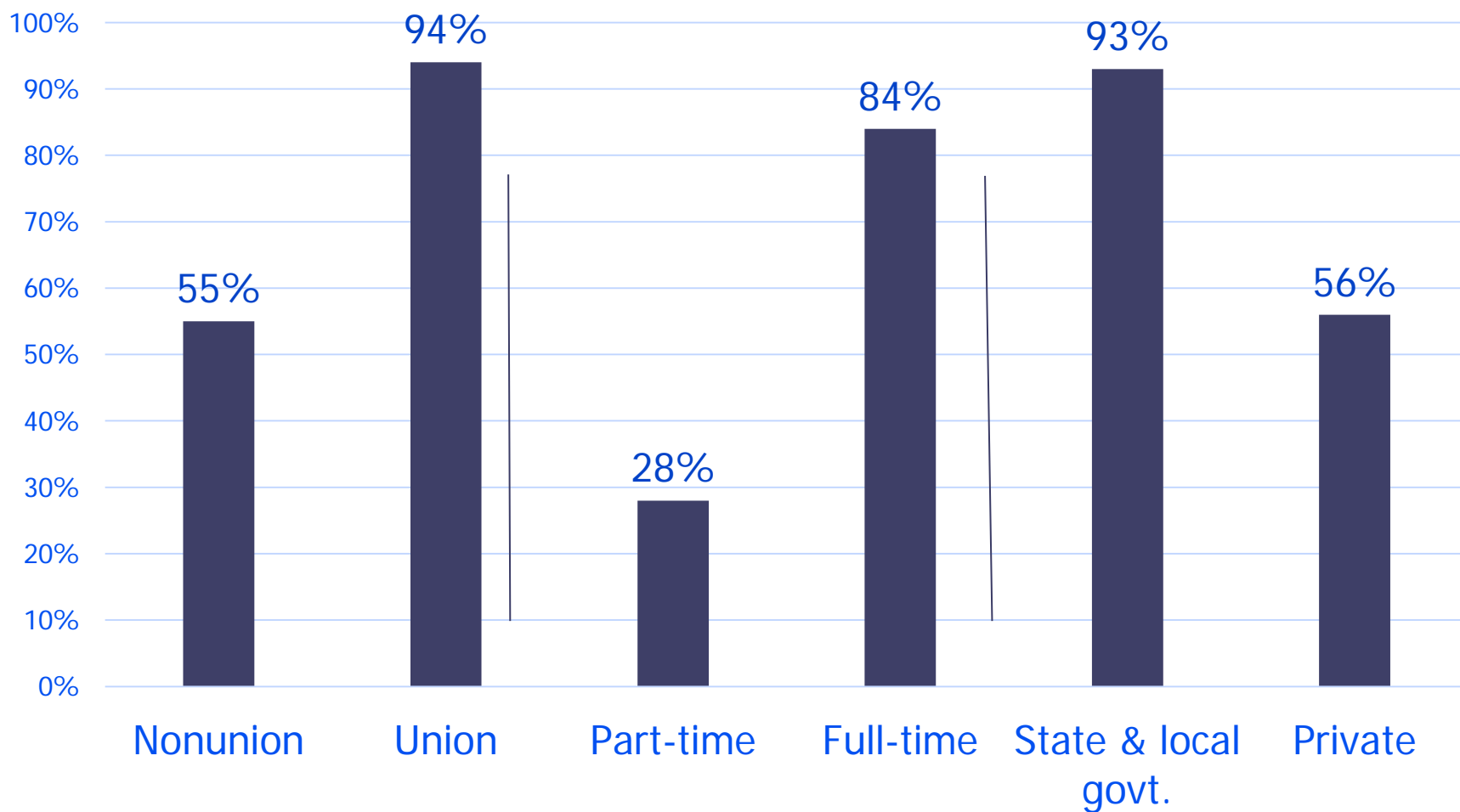


Do they get sick leave?



Source: National Compensation Survey, March 2015 2015, Bureau of Labor Statistics

Do they get health insurance?

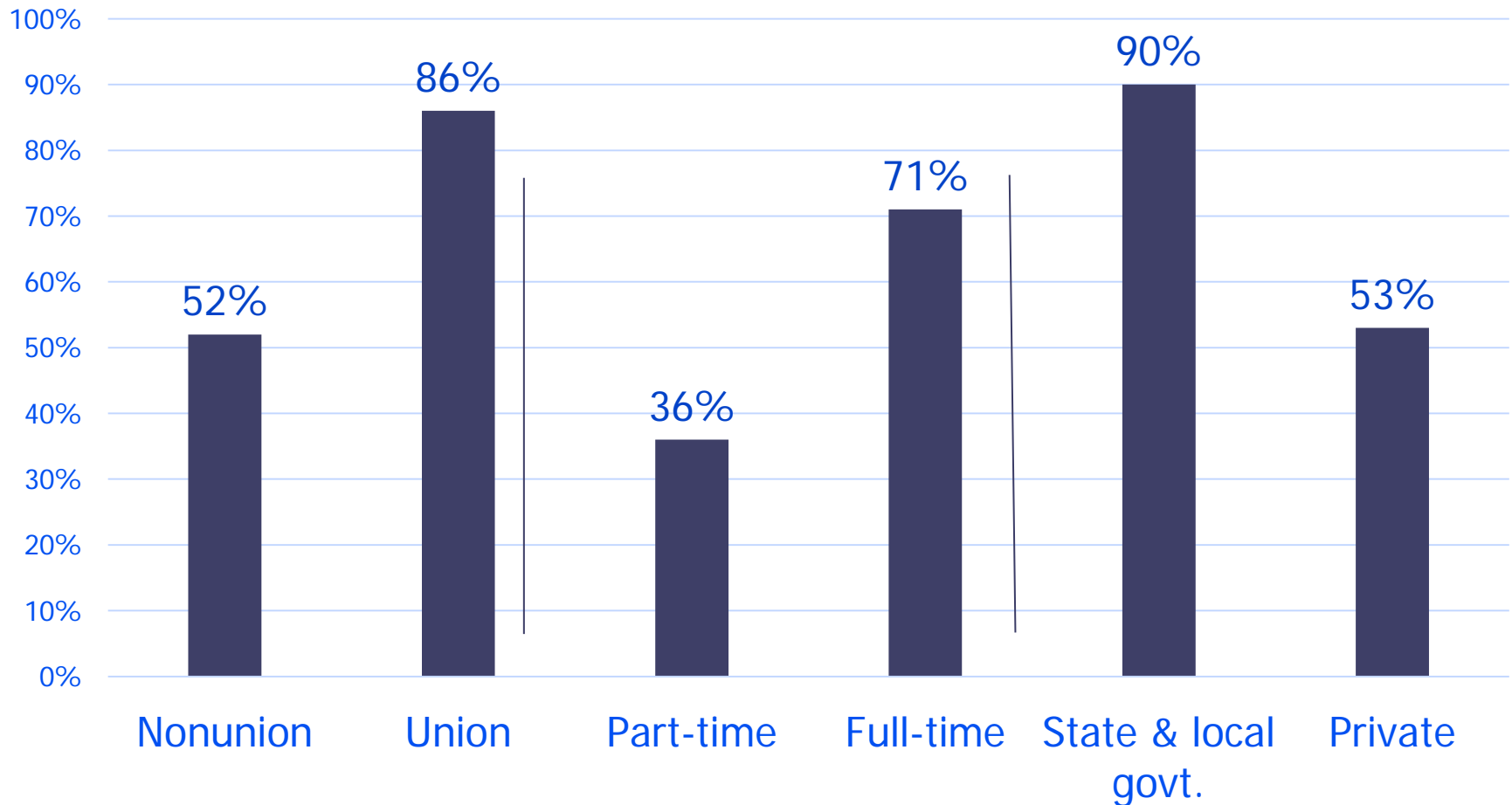


Note: If a health plan is offered

Source: National Compensation Survey, March 2015, Bureau of Labor Statistics



Do they get retirement plans?



Note: If a retirement plan is offered

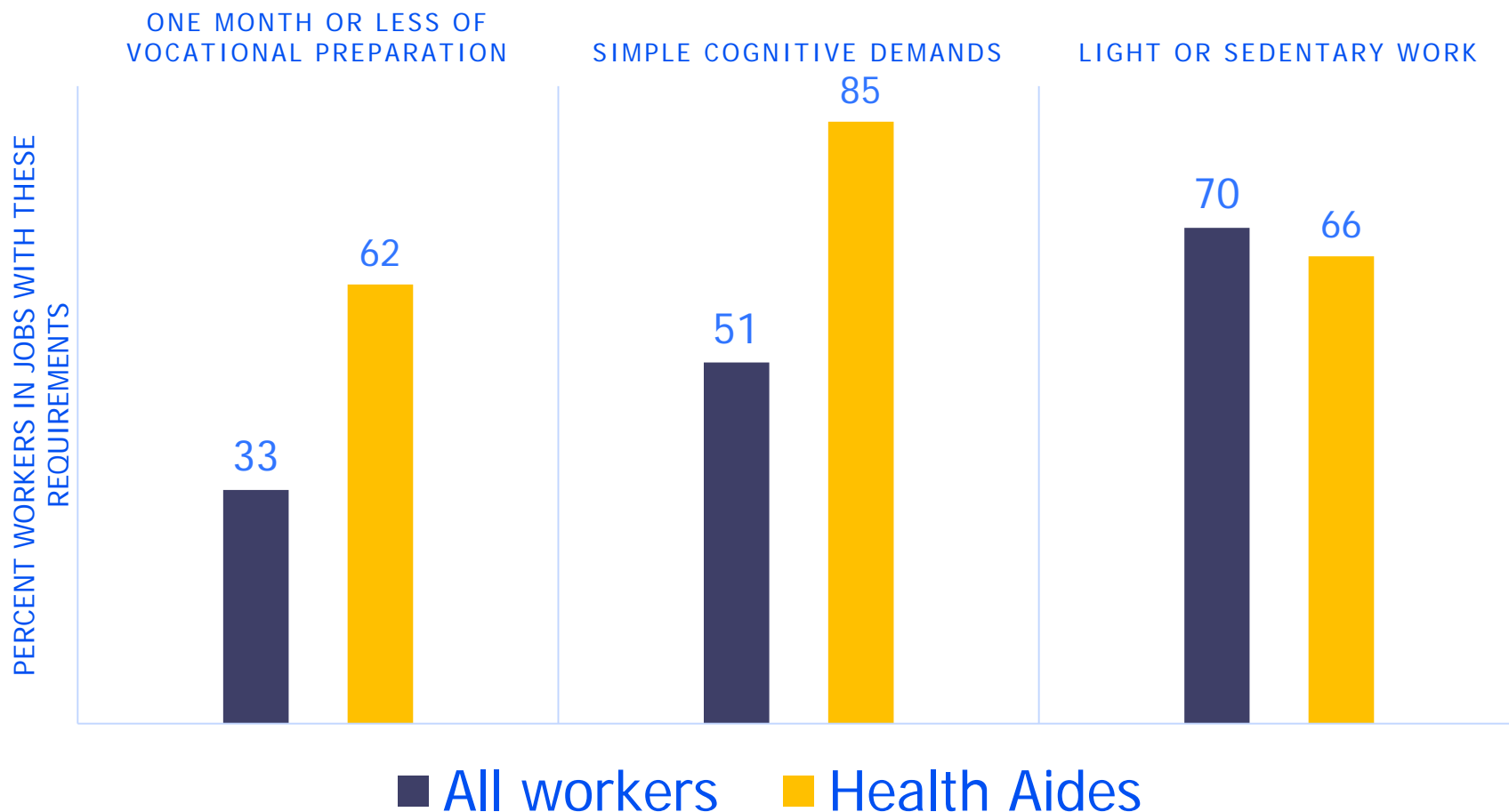
Source: National Compensation Survey, March 2015, Bureau of Labor Statistics



What are the job requirements?

- Occupational Requirements Survey – BLS's newest survey
 - ▶ Education and training
 - ▶ Physical requirements
 - ▶ Environmental conditions
 - ▶ Mental demands
- www.bls.com/ORS

What are the job requirements? (cont'd)



Source: Occupational Requirements Survey, Bureau of Labor Statistics, unpublished estimates from pre-production test data, 2015

Job dynamics over 10 years: Healthcare and social assistance employers

Health care and social assistance

Seasonally adjusted, in thousands

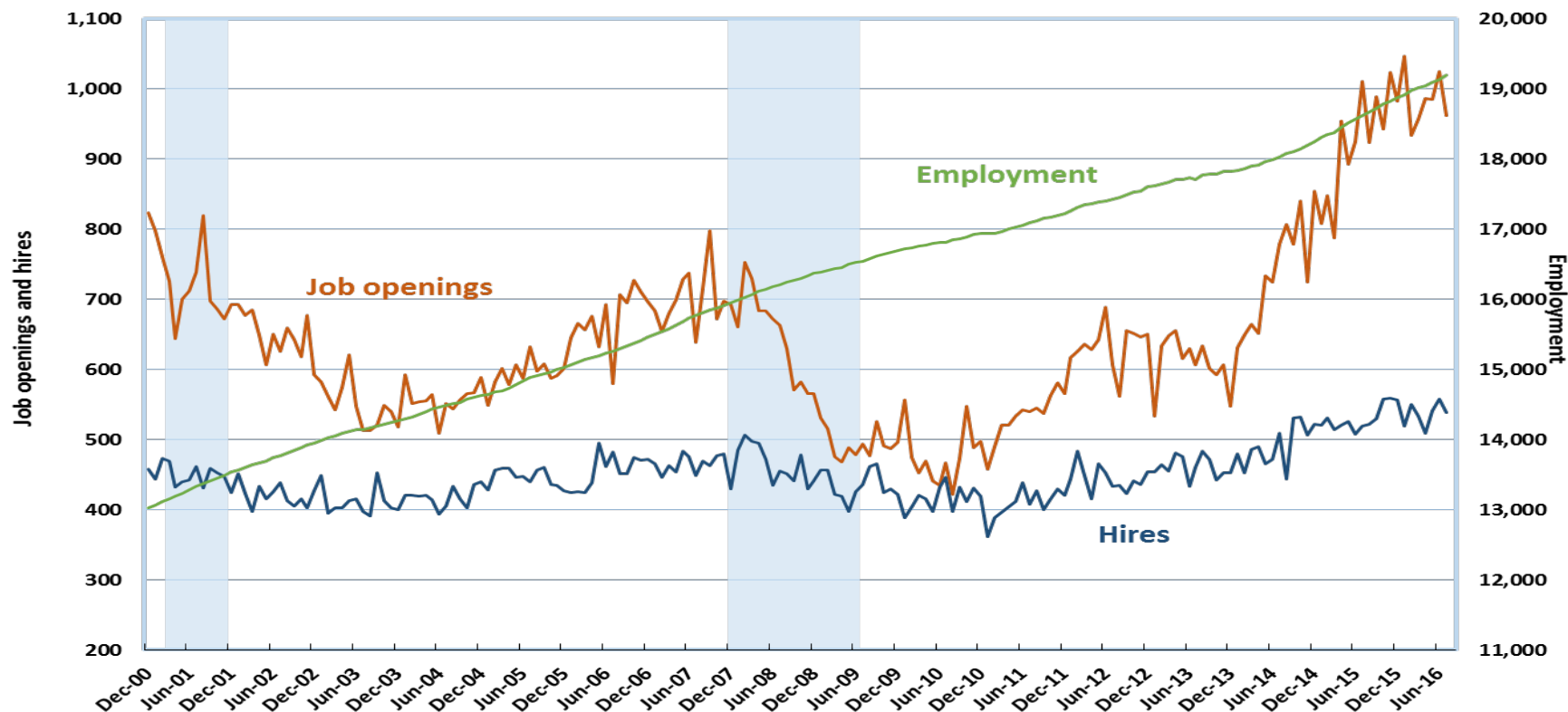
	Jan. 2006 Levels	Jul. 2016 Levels	Percent Change
Job openings	645	962	49.1%
Hires	424	539	27.1%
Total separations	381	494	29.7%
Quits	242	351	45.0%
Layoffs and discharges	110	105	-4.5%
Health care and social assistance employment	15,069	19,193	27.4%
Home health care services employment	845	1,392	64.7%

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

Job openings outpace hires

Job openings, hires, and CES employment, health care and social assistance December 2000-July 2016

Seasonally adjusted, in thousands

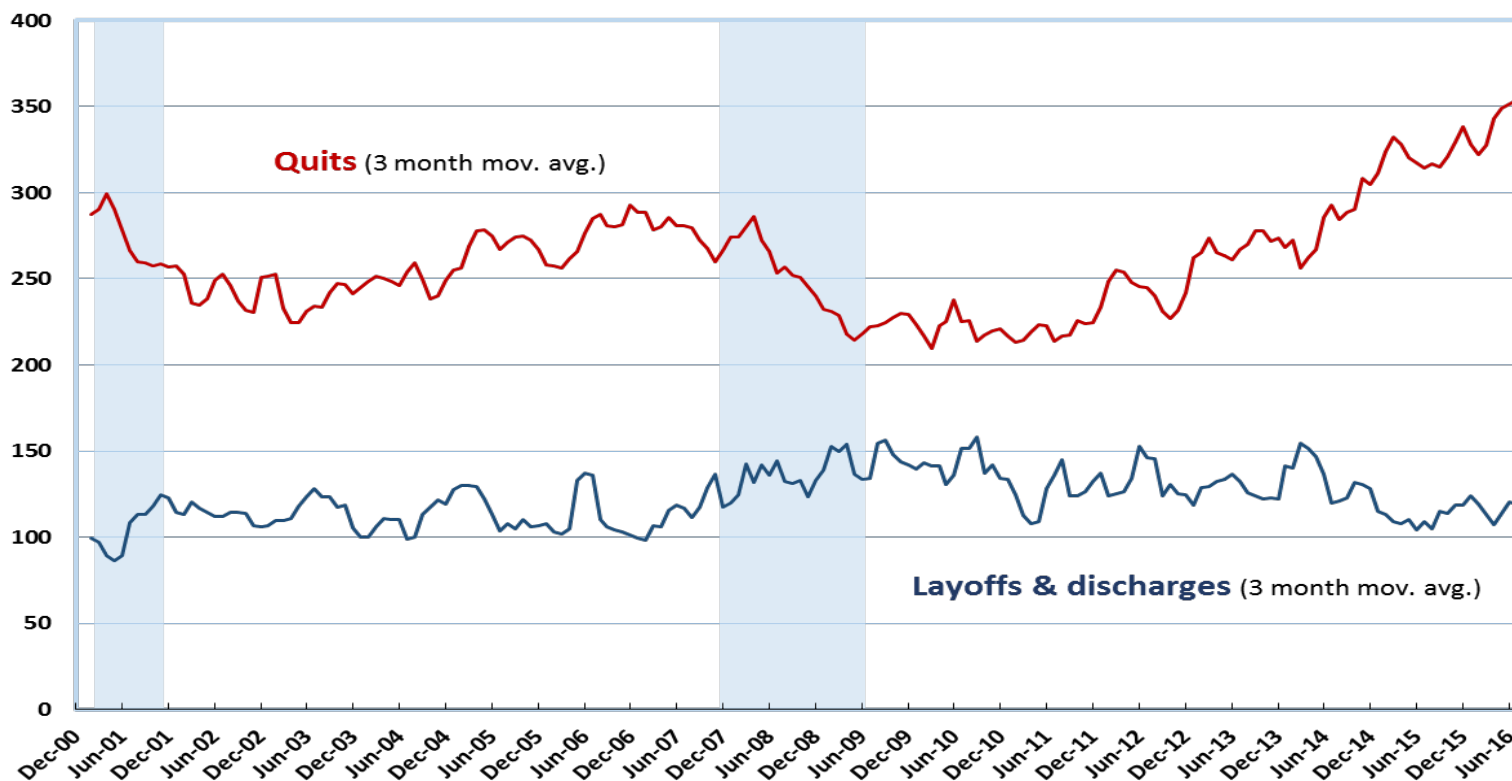


Source: Job Openings and Labor Turnover Survey and Current Employment Statistics
Shaded areas represent recessions as determined by the National Bureau of Economic Research

Quits outpace layoffs and discharges

Quits and layoffs & discharges, health care and social assistance December 2000-July 2016

Seasonally adjusted, in thousands



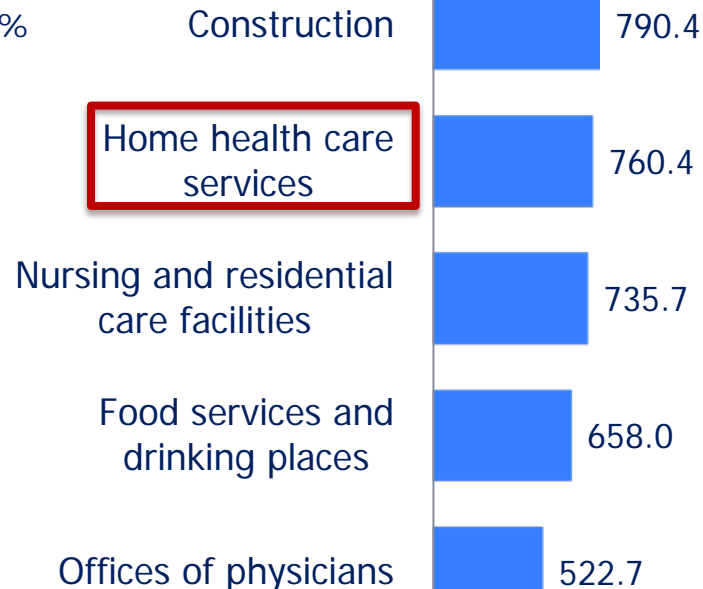
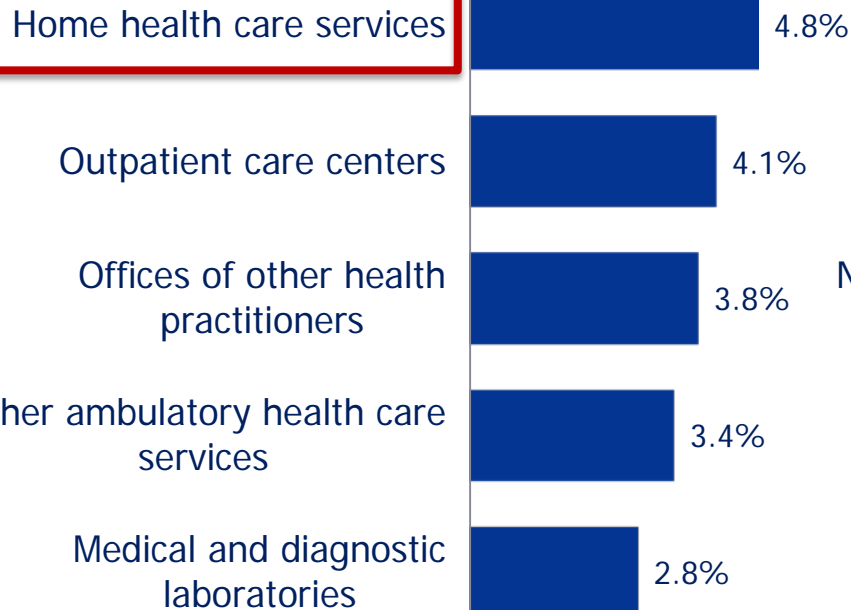
Source: Job Openings and Labor Turnover Survey

Shaded areas represent recessions as determined by the National Bureau of Economic Research

How will the number of jobs in home health care services employers fare in the future?

Annual rate of change, projected 2014-24

Thousands of wage and salary jobs, projected 2014-24



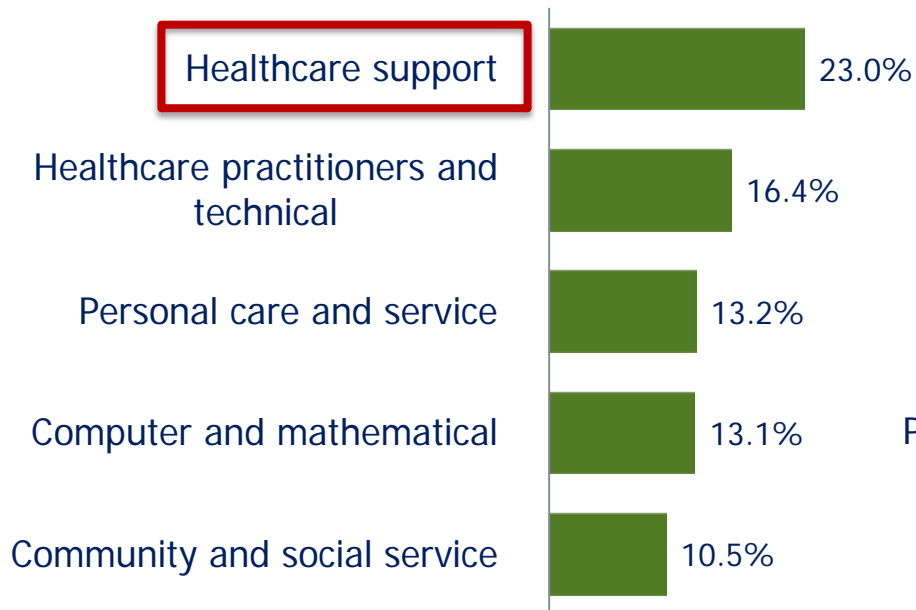
Source: Employment Projections, Bureau of Labor Statistics

(Top 5 Industries shown)

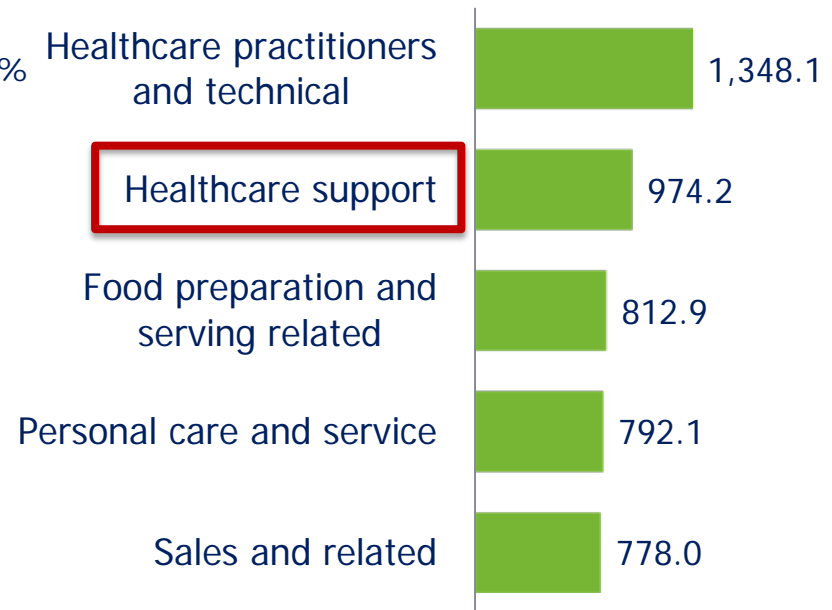


How will the number of healthcare support occupational group jobs fare in the future?

Percent growth, projected 2014-24



Thousands of jobs, projected 2014-24



Source: Employment Projections, Bureau of Labor Statistics

(Top 5 major groups shown)

In summary

- Takeaways for home health aides
 - ▶ High projected job growth in coming decade
 - ▶ Hiring and retention issues likely, particularly if pay remains low and labor market strengthens
- Thanks—and how **you** can help maintain and enhance BLS data
 - ▶ Use BLS data and give us feedback
 - ▶ Promote high response rates from your employer, business associates and others
 - ▶ Speak up for national statistics

Contact Information

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Appendix



We will talk about...

- BLS mission and building blocks for BLS data
- Pay for home health care professionals
- Characteristics, benefits, and requirements of these jobs
- Openings and turnover
- Outlook and projections



Personal care aides projected to add most new jobs of any occupation

Occupation	Employment (in thousands)				Median annual wage, 2015
	Number		Projected change, 2014-24		
	2014	2024	Number	Percent	
Total, all occupations	150,539.9	160,328.8	9,788.9	6.5	\$36,200
Personal care aides	1,768.4	2,226.5	458.1	25.9	\$20,980
Home health aides	913.5	1,261.9	348.4	38.1	\$21,920

Source: Employment Projections, Bureau of Labor Statistics



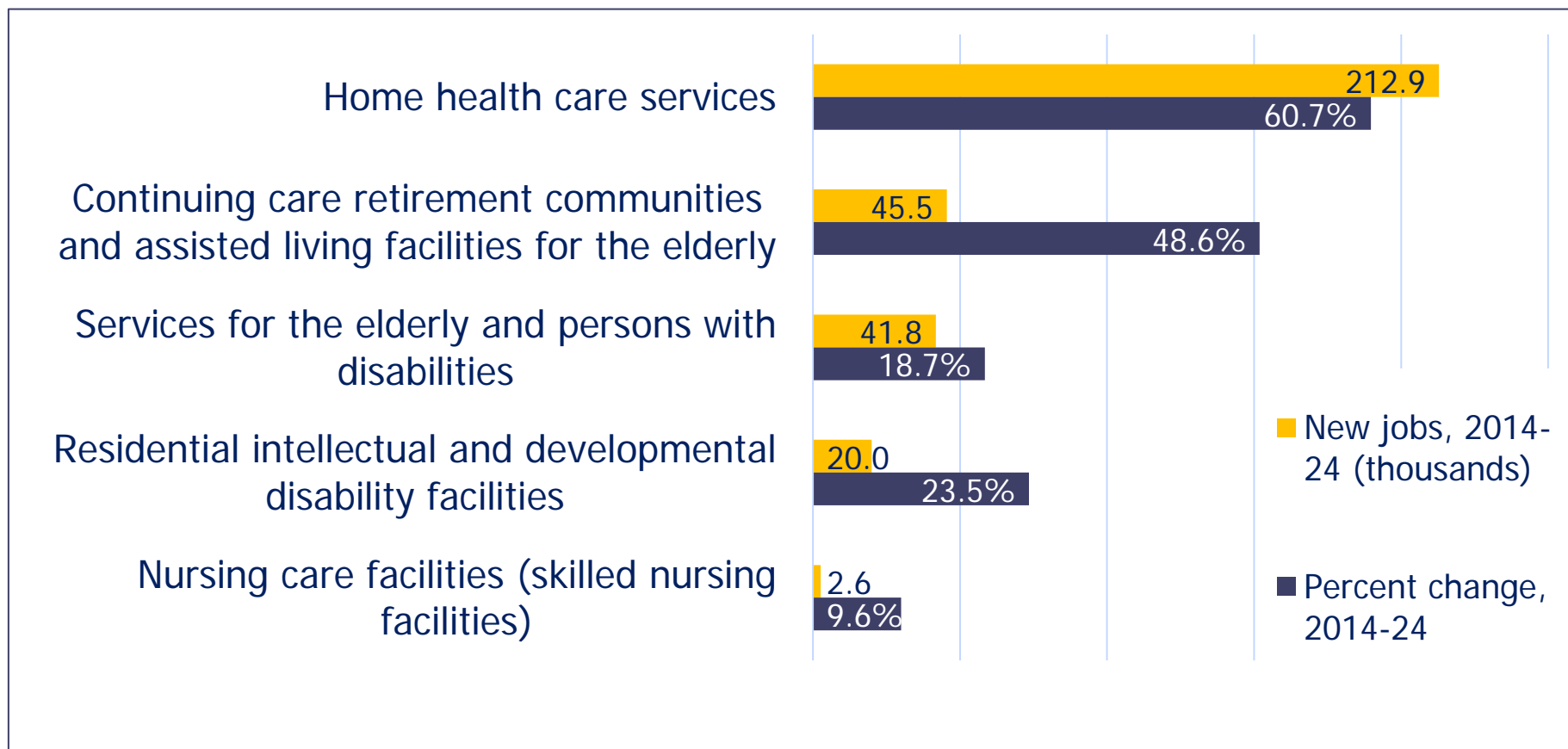
Home health aides and personal care aides tasks and differences

- Personal care aides and home health aides have similar responsibilities
- Neither job typically requires formal education
- Home health aides work under the supervision of medical professionals and can provide limited medical services in some states
- Personal care aides cannot provide medical services



Most new home health aides jobs projected to be in home health care services industry, 2014-2024

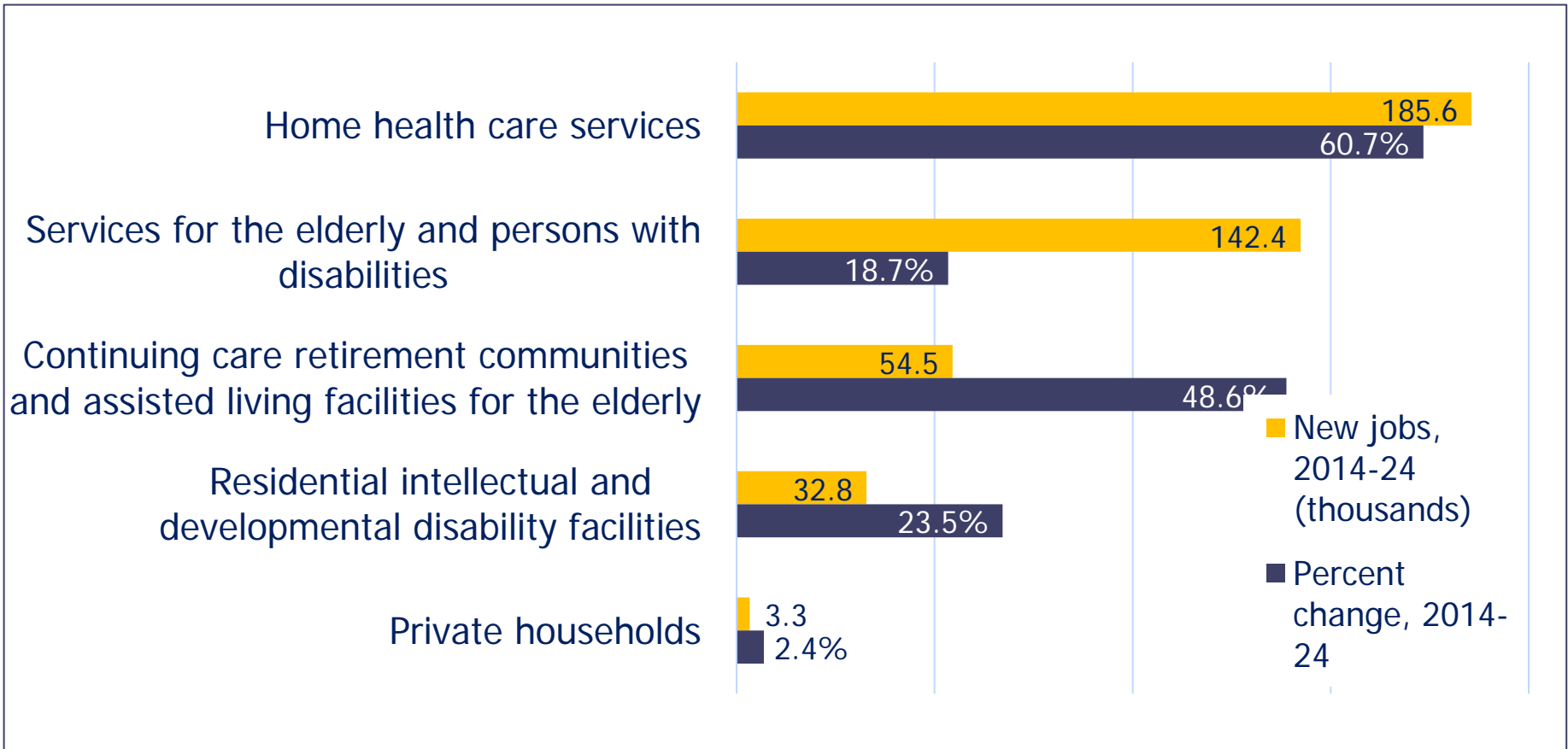
Projected growth for home health aides, by industry



Source: Employment Projections, Bureau of Labor Statistics

Most new personal care aides jobs in home health care services industry, 2014-2024

Projected growth for personal care aides, by industry



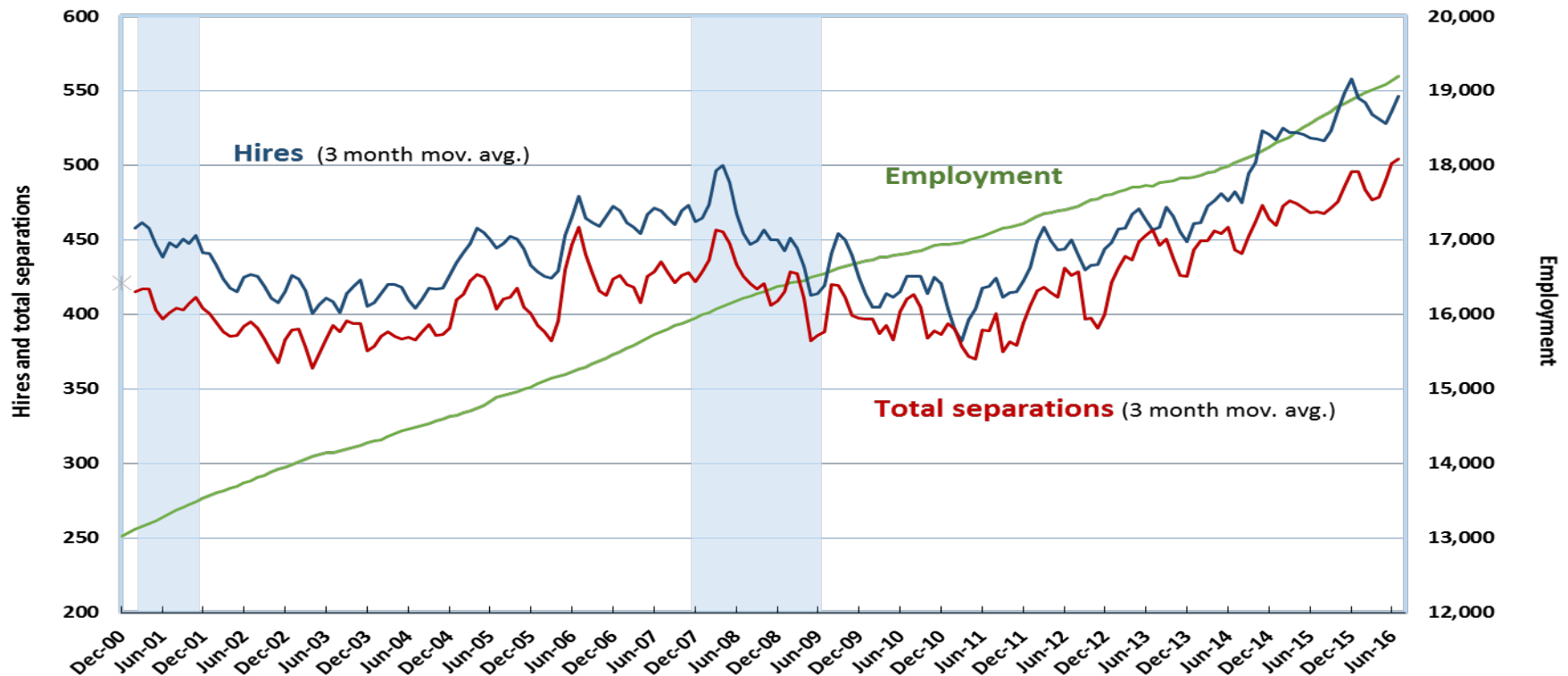
Source: Employment Projections, Bureau of Labor Statistics



Hires greater than separations

Hires, total separations, and CES employment, health care and social assistance December 2000-July 2016

Seasonally adjusted, in thousands



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