



NMDCC advocates for direct care workers' education, training, benefits, wages and professional development so they may better serve people who are elderly and those with disabilities

New Mexico Direct Care Workforce

Direct care workers make up a large share of the population

Direct care workforce is the fastest-growing in New Mexico and second-fastest growing in the country

Economic, educational and systemic barriers exist for this workforce

New Mexico Direct Care Workforce

Occupational Projections through 2020: New Mexico Direct Care Workers

Occupation Code	Occupation Name	Base*	Proj	Change	Percent Change
21-1091	Health Educators	480	630	150	31.3%
29-9799	Healthcare Practitioners and Technical Workers, All Other	810	970	160	19.8%
31-9799	Healthcare Support Workers, All Other	1250	1450	200	16.0%
31-1011	Home Health Aides	8230	13180	4950	60.1%
31-1012	Nursing Aides, Orderlies, and Attendants	7510	9100	1590	21.2%
31-2012	Occupational Therapy Aides	80	110	30	37.5%
31-2011	Occupational Therapy Assistants	180	240	60	33.3%
39-9021	Personal Care Aides	20420	31170	10750	52.6%
39-9099	Personal Care and Service Workers, All Other	280	320	40	14.3%
31-2022	Physical Therapist Aides	320	430	110	34.4%
31-2021	Physical Therapist Assistants	370	500	130	35.1%
	TOTALS	39930	58100	18170	

* Base Year is 2010 data except for Personal Care Aides which is 2013.

Source: State Occupational Projections, <http://www.projectionscentral.com/Projections/LongTerm>

New Mexico Direct Care Workforce

Caregivers are:

- Primarily women (89% vs 11% male)
- 18% are heads of households (single parent, grandparent or caretaker)
- 54% have HS diploma or less vs 46% with some college or advanced degree

Source: PHI analysis of the U.S. Census Bureau, Current Population Survey (CPS), 2012 Annual Social and Economic (ASEC) Supplement, with statistical programming and data analysis provided by Carlos Figueiredo.

New Mexico Direct Care Workforce

Caregivers are:

- 53% employed full-time vs. 47% employed part-time
- Earning \$9-\$12 per hour on average
- Many must work second or even third job

New Mexico Direct Care Workforce

Mean Hourly Wages

Orderlies and Attendants	\$12.55
Nursing Assistants	\$12.51
Home Health Aides	\$10.59
Personal Care Aides	\$9.01

New Mexico Direct Care Workforce

Poverty status / reliance on public benefits:

49% eligible for public benefits (Medicaid, food stamps)

Average age of caregivers working:

In nursing care facilities:	37 years old
In home health care:	45 years old
Self-employed or working directly for private households:	48 years old

New Mexicans Working as Caregivers

419,000 New Mexicans provide unpaid care to adults, with 287,000 providing care at any given time during the year*

3 of 5 million (60%) caregivers in 2020 will be working in homes rather than institutions**

All require a qualified, well-trained caregiver

* NM Aging & LT Services Department, NM State Plan for Family Caregivers, 2014-2015.

** Appelbaum, Eileen, and Leana, Carrie. Improving Job Quality: Direct Care Workers in the U.S., Center for Economic Policy and Research: Washington, D.C. (Sept 2011).

What We Need

LHHS Committee Endorsement of:

1. Rate Reimbursement Increase with Guaranteed Wage Pass-through for Care Workers (Medicaid-funded care programs)
 2. Fix NM Statute to Guarantee Basic Worker Protections to Care Workers
-

New Mexico Worker Protections

- Worker protections set a minimum standard for fair treatment of workers
 - Direct care workers are not protected by New Mexico's wage laws.
 - Not entitled to the state minimum wage or their promised wages.
 - Because of this, most direct care workers have little recourse if they are not paid properly.
 - If they were protected by New Mexico's wage laws, they would be entitled to enforcement by the Department of Workforce Solutions and the remedies set by state law meant to compensate workers who have had to go without pay.
-

FOR MORE INFORMATION

New Mexico Direct Caregivers Coalition

Adrienne R. Smith

Adrienne@nmdcc.org

www.nmdcc.org

505-867-6046

facebook.com/NewMexicoDirectCaregiversCoalition
twitter.com/NMCaregivers

NMDCC advocates for direct care workers' education, training, benefits, wages and professional development so they may better serve people who are elderly and those with disabilities



New Mexico Center on Law and Poverty

Stephanie Welch

stephanie@nmpovertylaw.org

www.nmpovertylaw.org

505-255-2840

NMCLP is dedicated to advancing economic and social justice through education, advocacy and litigation. We work with low-income New Mexicans to improve living conditions, increase opportunities and protect the rights of people living in poverty.