The State of New Mexico's Direct Care Workforce

LHHS Committee

October 25 2021

What is NM Caregivers Coalition?

NMCC 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

Who Are We?

501(c)3 nonprofit began in 2009 in New Mexico

Support family caregivers and professional caregivers

What Do We Do?

We convene stakeholders: caregivers, care recipients, employers, elected officials---any person with an interest in caregivers

Trainings, advocacy, referral to resources to caregivers and care recipients

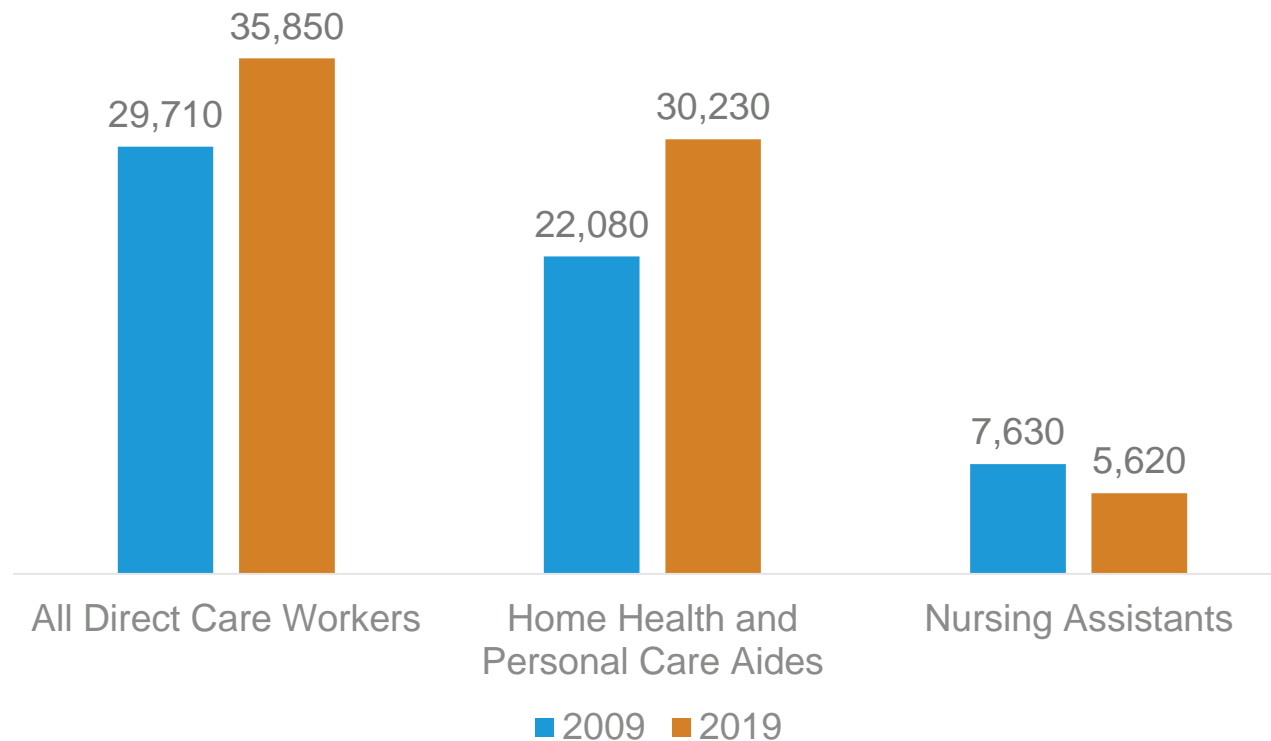We KNOW there are better ways for caregivers to work

Engaged in 3-Year Partnership with PHI, National Research and Policy Organization, to develop innovations for New Mexico in:

- **Lifting Workers from Poverty**
- **Investing in Workforce Innovations**
- **Improving Data to Strengthen the Workforce**

Who Are New Mexico's Caregivers?

The direct care workforce is growing rapidly in New Mexico

	All Direct Care Workers	Home Health and Personal Care Aides	Nursing Assistants
2009	29,710	22,080	7,630
2019	35,850	30,230	5,620

Most direct support professionals in New Mexico are women, people of color, and immigrants

83 percent are women

81 percent are people of color

17 percent are immigrants
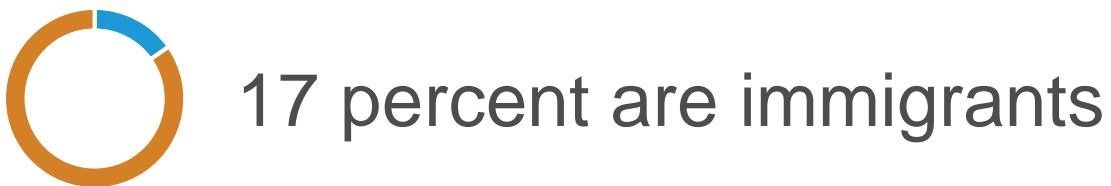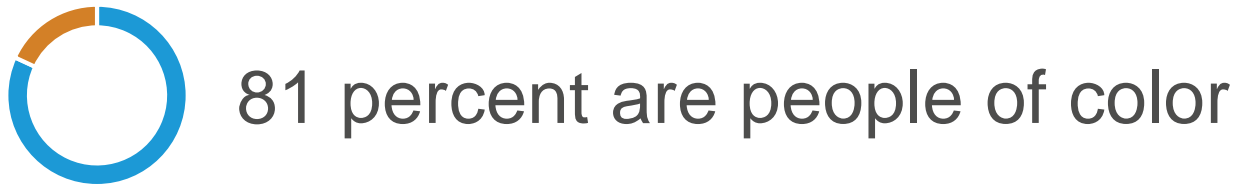
What Are the Challenges Caregivers Face in New Mexico?

Caregivers in New Mexico earn poverty wages

Wages were $10.39 in 2019, compared to $10.90 in 2009

More than half (54%) work part time

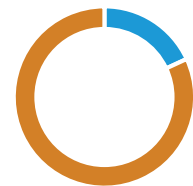Median annual earnings are $12,800

Poor compensation causes immense economic instability for caregivers in New Mexico
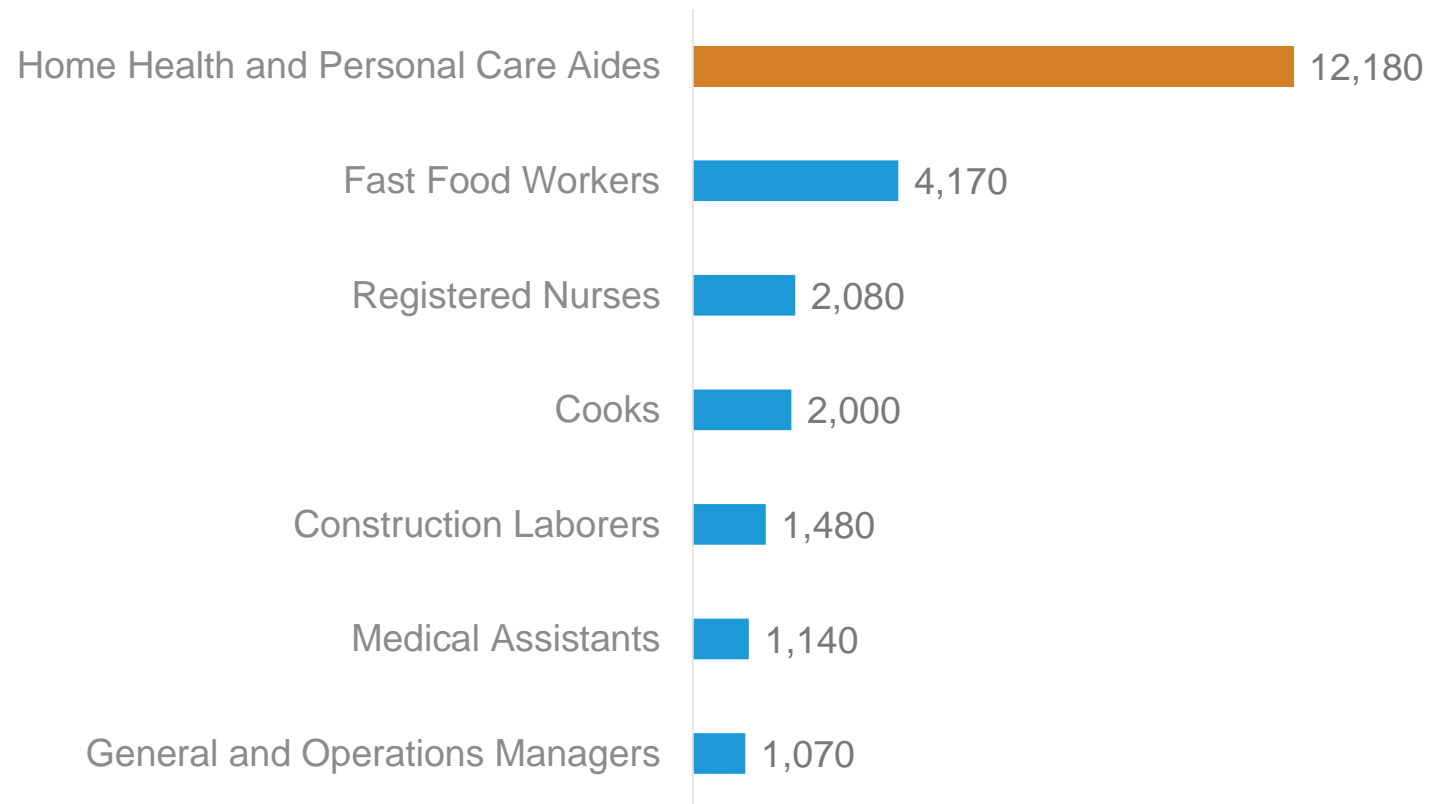
66 percent live in or near poverty

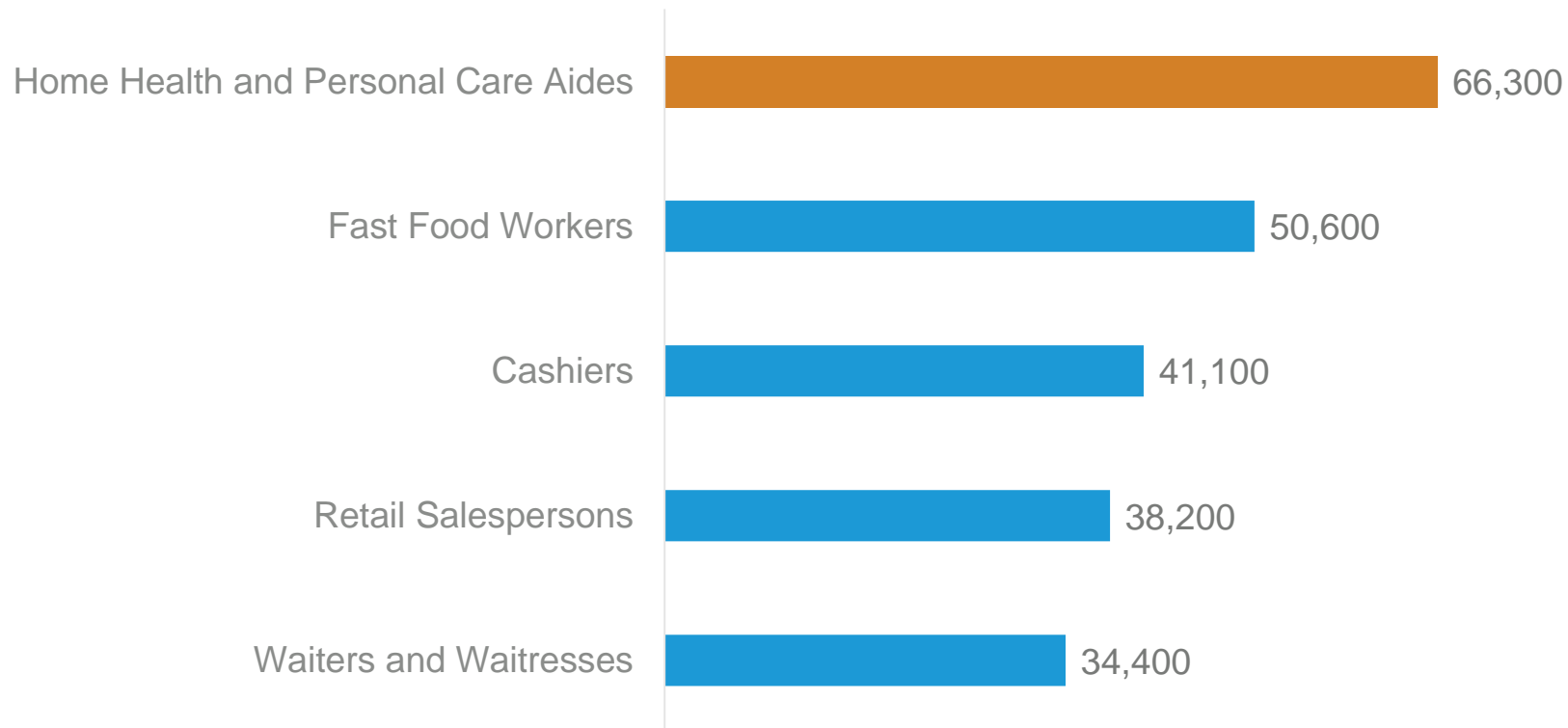66 percent access some form of public assistance

18 percent lack health insurance

From 2018 to 2028, home health and personal care aides will add more new jobs than any single occupation in New Mexico

| Occupation	New Jobs
Home Health and Personal Care Aides	12,180
Fast Food Workers	4,170
Registered Nurses	2,080
Cooks	2,000
Construction Laborers	1,480
Medical Assistants	1,140
General and Operations Managers	1,070

From 2018 to 2028, home health and personal care aides will have more total job openings than any other occupation in New Mexico

|	
Home Health and Personal Care Aides	66,300
Fast Food Workers	50,600
Cashiers	41,100
Retail Salespersons	38,200
Waiters and Waitresses	34,400

Race and Gender Disparities in New Mexico's Care Workforce

In New Mexico, women of color constitute 70 percent of the direct care workforce.

- Women of Color
- White Women
- Men of Color
- White Men
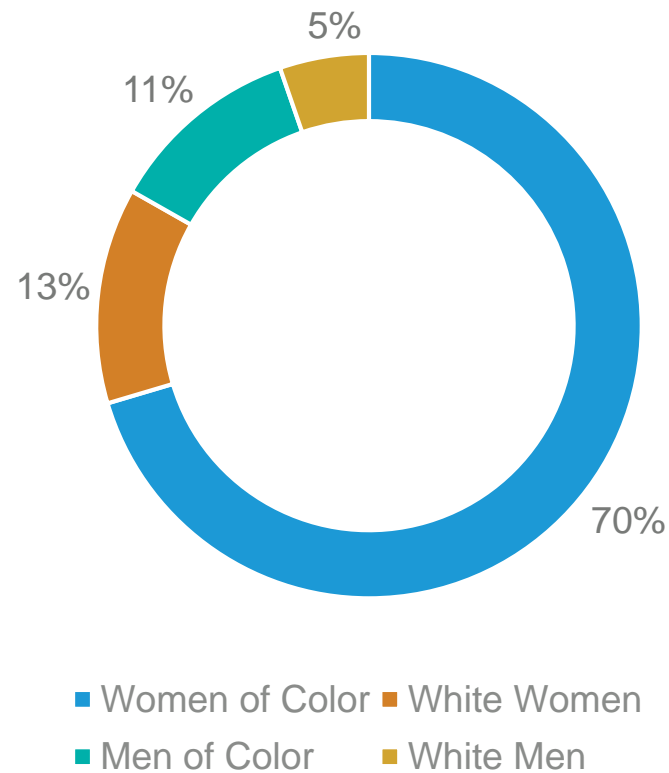
Women of color in New Mexico's direct care workforce have lower median annual earnings than men and white women.
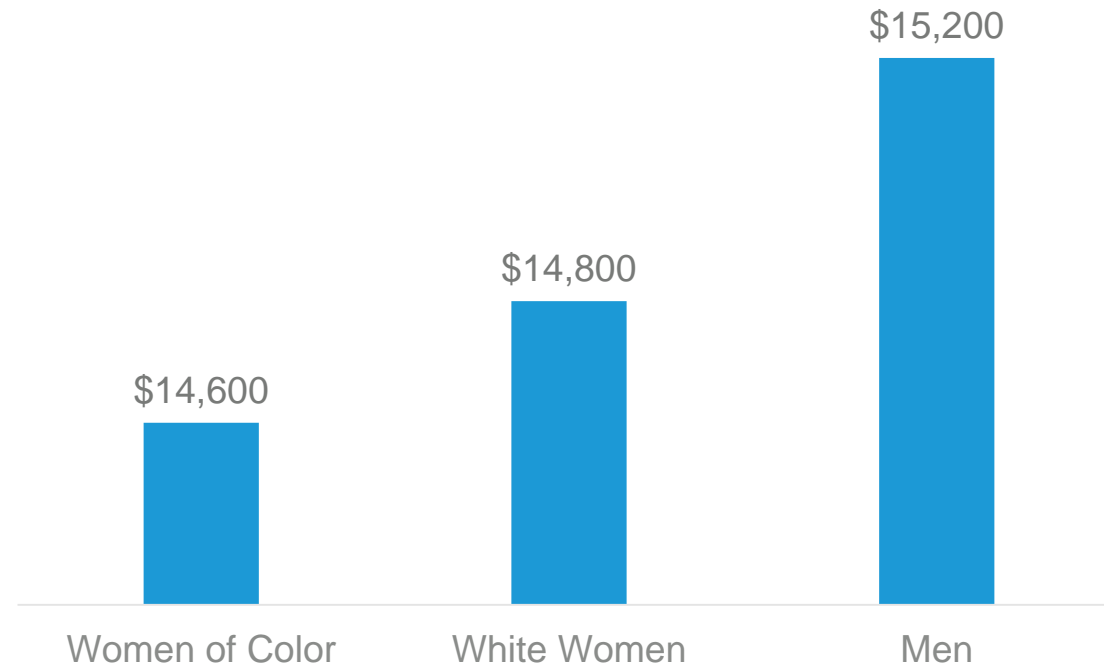
Women of color in New Mexico's direct care workforce are more likely to live in or near poverty than men and white women.
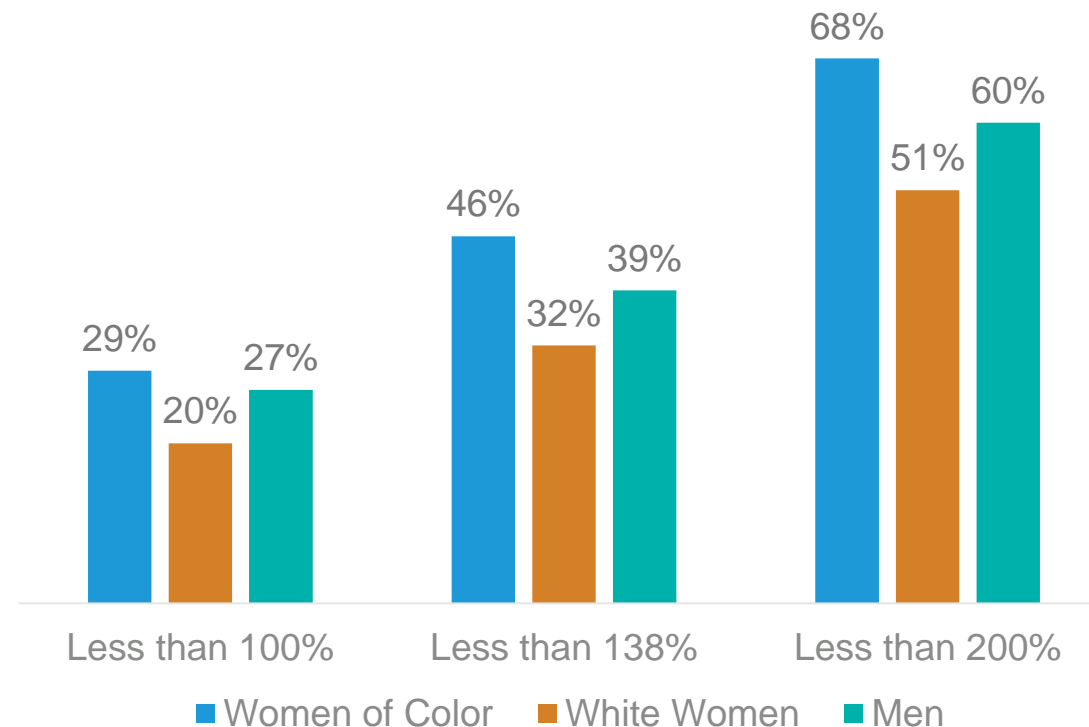
In New Mexico's direct care workforce, a larger proportion of women of color rely on public assistance, compared to men and white women
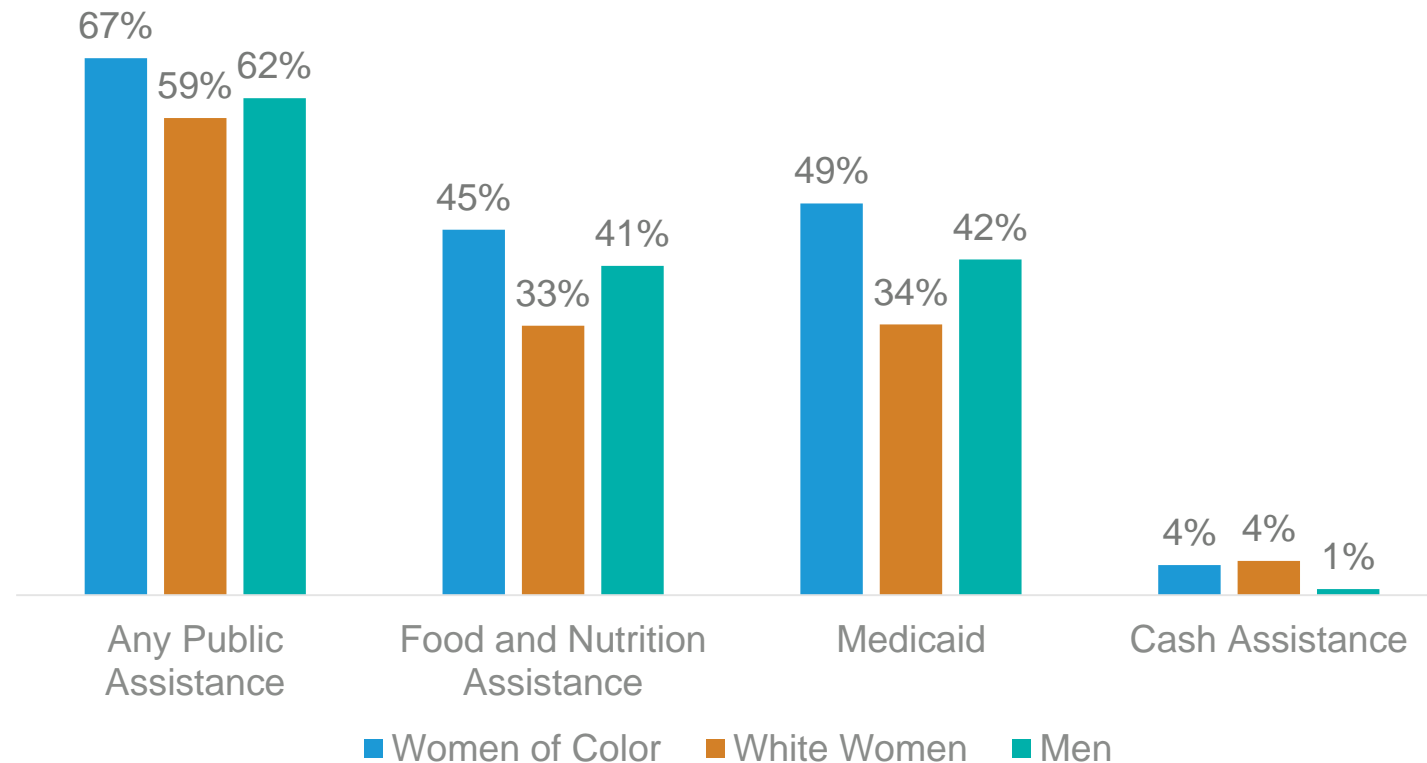
Recent Policy History

June, 2021 Roundtable Discussion led by Senator Jerry Ortiz y Pino with members of Association Dev Disabilities Community Providers (ADDCP) resulted in letter to Director DDSD asking for more robust and regular workforce data collection. See:

https://drive.google.com/file/d/1HB2qNUhJGPnZcJcSvM1X9XhUTM-gF1r5/view?usp=sharing

Recent Policy History

In 2020, in response to changes in reimbursement rates under the IDD waiver programs, 15 organizations called for a DSP wage pass-through in comment letter to Director DDSD

Recent Policy History

Senate Bill 342 (2021) would have required 70 percent of all future reimbursement rate increases for providers under the IDD waiver programs be spent on direct support professional wages. Bill also would have required providers to submit 1) data on how increased reimbursement rates were used to increase compensation and 2) data to enable the department to evaluate the status of the direct support professional workforce (e.g., on the size and stability of this workforce).

Recent Policy History

House Bill 143 (2019) would have appropriated $6 million in personal care funding with the requirement that providers spend half of the appropriation on wages for workers who provide Personal Care Services.

Citations

PHI. "Workforce Data Center." Last modified September 14, 2020. https://phinational.org/policy-research/workforce-data-center/.

Projections Central. 2020. *Long Term Occupational Projections (2018-2028).* https://www.projectionscentral.com/Projections/LongTerm

Centers for Medicaid and Medicare Services (CMS). 2020. *COVID-19 Nursing Home Dataset.* https://data.cms.gov/Special-Programs-Initiatives-COVID-19-Nursing-Home/COVID-19-Nursing-Home-Dataset/s2uc-8wxp; analysis by PHI January 2021.

The New York Times. 2021. "More Than One-Third of U.S. Coronavirus Deaths Are Linked to Nursing Homes." The New York Times, January 12. https://www.nytimes.com/interactive/2020/us/coronavirus-nursing-homes.html.

Ruggles, Steven, Sarah Flood, Ronald Goeken, Josiah Grover, Erin Meyer, Jose Pacas, and Matthew Sobek. 2020. *IPUMS USA: Version 10.0.* https://doi.org/10.18128/D010.V10.0; analysis by PHI (January 2021).