



OUR CARE CAN'T WAIT



Who are Home and Community-Based Services (HCBS) Direct Care Workers?

Direct Care Workers do many things, like **support people with:**

- Getting around their home or community
- Building strong relationships
- Completing household tasks
- Working in their community
- Communicating with others
- Personal care and hygiene
- Taking medications
- Preparing Meals
- And so much more!



Direct Care workers are also called:

- Direct Support Worker
- Home Care Worker
- Job Coach
- Personal Care Assistant
- Direct Support Professional
- Community Support Worker
- Paraprofessional



Medicaid HCBS direct care workers provide critical hands-on care and support to children & adults with disabilities and seniors to live, work, volunteer, and stay independent in their homes and communities.

The current HCBS direct care workforce in Idaho is in crisis due to an extreme worker shortage.

\$16.07 - The average living wage in Idaho for a single person with no kids.*



67%
made under \$11 per hour **

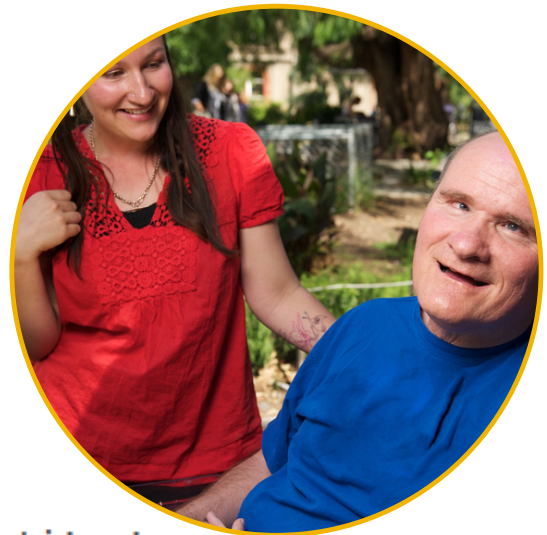
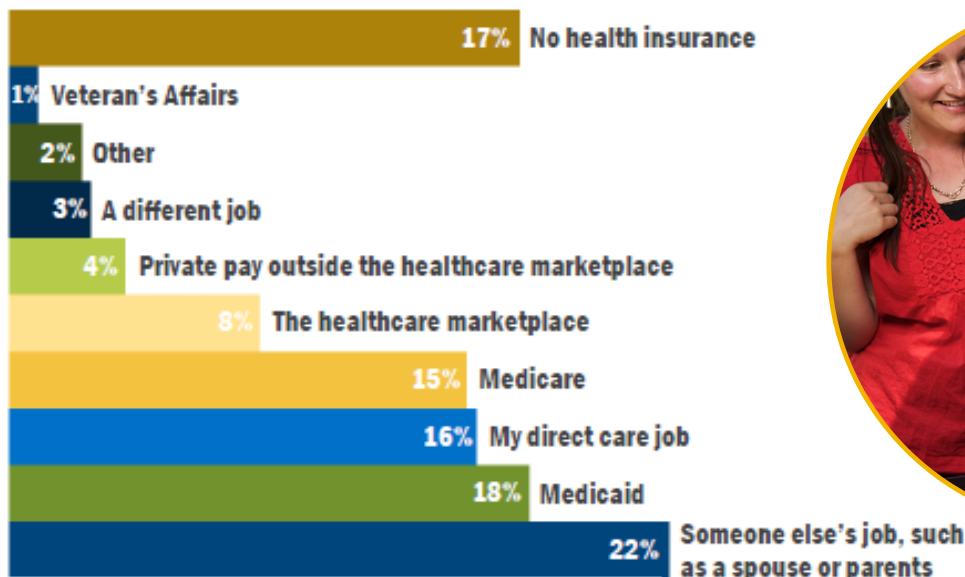


Pay is the biggest factor for direct care workers leaving the job

*<https://livingwage.mit.edu/states/16>

**<http://idahocdh.org/Portals/75/Documents/covid-survey-summary-2022.pdf>

If direct care workers have health insurance they got it through a government program or family member's job



Source: Office of Performance Evaluations' analysis of survey data.

8 in 10 direct care workers providing HCBS reported their employer did not offer paid sick leave



Our Care Can't Wait, is a coalition of people with disabilities, families, disability advocacy organizations and HCBS provider agencies working to ensure people with disabilities and families have a well-qualified, reliable workforce that meets their needs to live the life they choose.

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