

Estimates of Current Employment in the Long-Term Care Delivery System

According to estimates developed by the US Bureau of Labor Statistics (BLS), more than 3.85 million workers were employed in the Nation's long-term care (LTC) delivery system in 2003.¹ This workforce represents an estimated 3.6 percent of service-sector employment and 3 percent of total US non-farm employment. For the purposes of this analysis, the long-term care delivery system was defined – using an aggregation of North American Industry Classification System (NAICS) coding – to include two primary service categories: facility-based, such as nursing facilities and assisted living, and home-based services.

Table 1 presents a breakdown of the LTC workforce by service setting and occupational category. Among nearly 2.2 million direct-care workers, 545,690 are professionals, i.e., registered nurses and licensed practical nurses, and 1.65 million are paraprofessionals defined to include nurse aides, home health aides and personal care workers. The long-term care sector also provides over 1.65 million jobs for other healthcare practitioners, such as physicians and therapists, and administrative staff. Facility-based services make up 72 percent of the total LTC workforce.

Table 1. Estimates of Employment in the Long-Term Care Delivery System, 2003

Occupational Category	Facility-Based Services	Home-Based Services	All LTC Services
Direct care workers			
<i>Professional direct care workers</i>			
Registered nurses	155,210	119,620	274,830
Licensed practical and vocational nurses	219,600	51,260	270,860
<i>Total professional LTC direct care workers</i>	<i>374,810</i>	<i>170,880</i>	<i>545,690</i>
<i>Paraprofessional direct care workers</i>			
Nursing aides, orderlies, and attendants	739,730	41,920	781,650
Home health aides	211,400	255,370	466,770
Personal and home care aides	134,400	269,860	404,260
<i>Total paraprofessional LTC direct care workers</i>	<i>1,085,530</i>	<i>567,150</i>	<i>1,652,680</i>
Other healthcare, administrative staff and service personnel			
Other healthcare workers (other than workers included above)*	254,270	62,840	317,110
Management and business operations	130,950	55,740	186,690
Office and administrative support	140,660	86,830	227,490
Food preparation and serving	299,150	12,460	311,610
Cleaning and maintenance	177,120	11,070	188,190
Community and social services	178,800	60,840	239,640
Other occupations	134,240	41,850	176,090
<i>Total other healthcare, administrative staff & service personnel</i>	<i>1,315,190</i>	<i>331,630</i>	<i>1,646,820</i>
Total employment in the long-term care delivery system	2,775,530	1,069,660	3,845,190

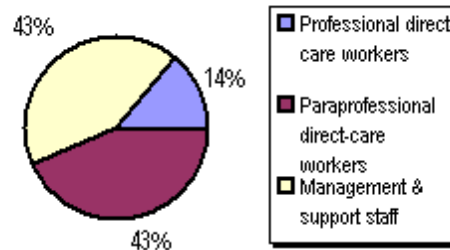
Source: U.S. Department of Labor, Bureau of Labor Statistics, May 2003 National Industry-Specific Occupational Employment & Wage Estimates

* This category includes physicians, therapists, medical technicians, therapist aids and other practitioners or support occupations.

Paraprofessional direct-care workers make up 75 percent of the direct-care workforce and 43 percent of the entire workforce in long-term care settings. According to BLS estimates, nine out of ten

paraprofessional direct-care workers in LTC are women with an average age of 39. One quarter to nearly a third of all paraprofessional workers are unmarried and living with children. Twenty-eight to thirty-five percent of paraprofessionals in LTC reported at least some college education.

Figure1. Total Employment in LTC Delivery System



Source: Bureau of Labor Statistics, May 2003 National Industry -Specific Occupational Employment and Wage Estimates

In 2003, the median hourly wages for paraprofessional direct-care workers was \$9.20, compared with median wages of \$13.53 for all U.S. workers. According to the Health Resources and Services Administration², 20 to 30 percent of paraprofessional direct-care workers are employed on a part-time basis and one-fifth of all paraprofessional direct-care workers earn incomes below the poverty level.

Table 2. Median Hourly & Mean Annual Wages of Direct Care Workers

Occupation	Median hourly wages	Mean annual wages
Registered nurses	\$23.82	\$51,230
Licensed practical and vocational nurses	\$15.57	\$33,210
Nursing aides, orderlies, and attendants	\$8.77	\$21,050
Home health aides	\$9.22	\$19,180
Personal and home care aides	\$7.91	\$17,020

Source: U.S. Department of Labor, Bureau of Labor Statistics, Occupational Employment Statistics (OES) survey, May 2003.

More detail about the classification assumptions underlying these results is included in an appendix to this report along with detailed tables reflecting the LTC workforce and median salaries by sector and occupational category.

¹ Data are drawn from the BLS Occupational Employment Statistics (OES) survey and the May 2003 National Industry -Specific Occupational Employment and Wage Estimates. OES surveys, which are conducted every three years, are designed to estimate employment and wages for industries and occupations based on a sample of 1.2 million establishments. The survey defines employment as the number of workers who can be classified as full-time or part-time employees but does not include self-employed personnel. Thus, these estimates understate the total LTC workforce, particularly workers providing assistance in the home who were self-employed.

² U.S. Bureau of Health Professions, Health Resources and Services Administration, “Nursing Aides, Home Health Aids, and Related Health Care Occupations – National and Local Workforce Shortages and Associated Data Needs” Washington, DC, 2004.

Appendix

LONG-TERM CARE DELIVERY SYSTEM CLASSIFICATION

This report is based on data drawn from the Bureau of Labor Statistics (BLS) Occupational Employment Statistics (OES) survey and the May 2003 National Industry-Specific Occupational Employment and Wage Estimates. OES surveys, which are conducted every three years, are designed to estimate employment and wages for industries and occupations based on a sample of 1.2 million establishments. The survey defines employment as the number of workers who can be classified as full-time or part-time employees but does not include self-employed personnel. Thus, these estimates understate the total LTC workforce, particularly with respect to workers who provide assistance in the home but are self-employed.

The BLS survey data are presented by industry using the North American Industry Classification System (NAICS) and the Standard Occupational Classification (SOC) system. For AHCA's analysis included in this report, NAICS coding is used to categorize the long-term care delivery system as a whole into four broad categories – first by general site of service (facility- versus home-based care) and then by the extent to which the services provided in those settings are primarily medical, as opposed to social support, services. Figure A1 shows the NAICS codes, along with brief examples of what is included under those codes, for each LTC category. As examples, nursing homes fall within facility-based care with a primarily medical focus while assisted living is categorized as facility-based but with a primarily non-medical focus. It is important to note, however, that medical services are provided, and direct medical care staff are included, in all long-term care settings.

Tables A1, A2a and A2b present increasing levels of detail reflecting the LTC workforce by sector and occupational categories. Table A1 includes overall numbers of LTC direct-care workers by sector. It is important to note that Table A1 is limited to registered and licensed practical nurses, as well as home health, nursing, and personal care aides. Tables A2a and A2b include detail by sector and specific occupation title along with median salaries for each occupation title by sector, for facility-based and home-based sectors, respectively. All the survey detail and estimates underlying this report can be found on the BLS web site (<http://www.bls.gov/oes/2003/may/oessrci.htm>).

Long - Term Care Classification

	FACILITY-BASED SERVICES	HOME-BASED SERVICES
Primarily Medical	<p>Nursing Care Facilities (NAICS 623110) <i>Services provided:</i> Inpatient nursing and rehabilitative services <i>Typical providers:</i> Skilled Nursing Facilities Nursing Homes Retirement Homes with Nursing Care Group Homes for the Disabled with Nursing Care</p>	<p>Home Health Care Services (NAICS 621600) <i>Services provided:</i> Skilled nursing services in the home, along with personal care services, physical therapy, medications, medical equipment & supplies, etc <i>Typical providers:</i> Home Health Agencies Visiting Nurse Associations</p>
Primarily Non- Medical	<p>Residential Care Facilities <u><i>Assisted-Living Facilities - Community Care Facilities</i></u> (NAICS 623310) <i>Services provided:</i> Residential and personal care services for the elderly and other persons who are unable to fully care for themselves or live independently <i>Typical providers:</i> Assisted-living facilities with or without on-site nursing facilities Homes for the elderly without nursing care Continuing care retirement communities</p> <p>Other Residential Care Facilities: <u><i>Residential Care Retardation Facilities</i></u> (NAICS 623210) <i>Services provided:</i> Residential care services for persons diagnosed with mental retardation <i>Typical providers:</i> Mental retardation hospitals or home Mental retardation intermediate care facilities</p> <p><u><i>Residential Mental Health & Substance Abuse Facilities</i></u> (NAICS 623220) <i>Services provided:</i> Residential care and treatment for patients with mental illnesses and substance abuse problems <i>Typical providers:</i> Mental health facilities, residential Substance abuse facilities, residential</p> <p><u><i>Other Residential Care Facilities</i></u> (NAICS 623900) <i>Services provided:</i> Residential, supervision & personal care services <i>Typical providers:</i> Group homes for the disabled without nursing care</p>	<p>Services for Elderly & Disabilities (NAICS 624120) <i>Services provided:</i> Non-medical home-based care of elderly <i>Typical providers:</i> Adult Day Care Center Senior Citizens Activity Center</p>

Table A1. Direct-Care Workforce in LTC by Sector, 2003

		FACILITY-BASED			HOME-BASED	
		Primarily Medical	Primarily Non-Medical		Primarily Medical	Primarily Non-Medical
		Nursing Care Facilities	Assisted - Living Facilities	Other Residential Care	Home Health Care Services	Services for Elderly & Disabilities
		NAICS 623110	NAICS 623310*	NAICS 623220 623900	NAICS 621600	NAICS 624120
OCCUPATIONAL CATEGORIES	SOC					
Professional Direct Care Workers						
Registered Nurse	29-1111	121,000	22,010	12,200	114,430	5,190
Licensed Practical Nurse	29-2061	176,420	31,040	12,140	48,550	2,710
Paraprofessional Direct Care Workers						
Home Health Aids	31-1011	33,720	72,890	104,790	191,870	63,500
Nursing Aids	31-1012	593,490	112,050	34,190	36,400	5,520
Personal & Home Care Aids	39-9021	10,370	38,210	85,820	154,940	114,920
Total Direct Care Workers by Sectors		935,000	276,200	249,140	546,190	191,840
Subtotal by Settings				1,460,340		738,030
Total Direct Care Workers						2,198,370

Source: U.S. Department of Labor, Bureau of Labor Statistics (BLS), May 2003 National Industry-Specific Occupational Employment and Wage Estimates (<http://www.bls.gov/oes/2003/may/oessrci.htm>).

SOC = the Standard Occupational Classification. SOC code is the system's six-digit numerical identifier for each occupation.

NAICS = the North American Industry Classification System. (<http://www.census.gov/epcd/naics02/naicod02.htm>)

BLS defines employment as the number of workers who can be classified as full-time or part-time employees. The estimates do not include self-employed personnel.

* This industry sector includes primarily the assisted-living facilities.

Table A2a. Facility-Based Employment in LTC by Occupations: Detail, 2003

Occupation Title	Primarily Medical			Primarily Non-Medical					
	Nursing Care Facilities			Assisted -Living Facilities			Other Residential Care		
	NAICS 623110			NAICS 623310*			NAICS		
	Employment	% of Total Staff in the Sector	Median Hourly Wage	Employment	% of Total Staff in the Sector	Median Hourly Wage	Employment	% of Total Staff in the Sector	Median Hourly Wage
Healthcare Practitioner and Technical Occupations									
<i>All Practitioners</i>	355,230	22.71%	\$18.31	63,980	11.47%	\$17.66	38,690	5.92%	\$17.23
Dentists	50	0.00%	\$36.26						
Dietitians & Nutritionists	4,260	0.27%	\$19.98	910	0.16%	\$17.41	570	0.09%	\$19.54
Pharmacists	470	0.03%	\$34.96	150	0.03%	\$36.80			
General Practitioners	160	0.01%	\$33.56	40	0.01%	\$53.65	70	0.01%	\$58.19
Internists, General	70	0.00%	\$61.06						
Psychiatrists	60	0.00%	\$67.50				730	0.11%	\$67.85
Physician Assistants	210	0.01%	\$31.02						
+ Registered Nurses	121,000	7.73%	\$21.90	22,010	3.94%	\$21.21	12,190	1.91%	\$21.00
Occupational Therapists	8,000	0.51%	\$25.86	1,030	0.18%	\$25.78	1,070	0.16%	\$20.71
Physical Therapists	9,940	0.64%	\$28.01	1,340	0.24%	\$27.28	610	0.09%	\$28.35
Recreational Therapists	7,000	0.45%	\$12.81	1,340	0.24%	\$12.57	1,220	0.19%	\$13.27
Respiratory Therapists	2,080	0.13%	\$19.64	150	0.03%	\$20.22	110	0.02%	\$19.12
Speech-Language Pathologists	3,900	0.25%	\$29.69	540	0.10%	\$29.03	620	0.09%	\$26.24
Medical & Lab Technicians	480	0.03%	\$10.97	140	0.03%	\$12.16	210	0.03%	\$8.45
Radiologic Technologists	110	0.01%	\$16.83						
Emergency Medical Paramedics	110	0.01%	\$15.42	70	0.01%	\$11.49			
Dietetic Technicians	5,910	0.38%	\$8.70	1,620	0.29%	\$8.64	300	0.05%	\$8.12
Pharmacy Technicians	360	0.02%	\$11.44	80	0.01%	\$12.40			
Psychiatric Technicians	170	0.01%	\$16.28	200	0.04%	\$10.83			
Respiratory Therapy Technicians	180	0.01%	\$16.31						
+ Licensed Practical Nurses	176,420	11.28%	\$16.21	31,040	5.56%	\$15.90	12,140	1.86%	\$15.65
Medical Records Technicians	11,940	0.76%	\$12.26	1,740	0.31%	\$11.98	1,310	0.20%	\$11.26
Healthcare Support Occupations									
<i>All Support Occupations</i>	653,020	41.74%	\$9.64	191,760	34.37%	\$8.90	150,540	23.05%	\$9.06
+ Home Health Aides	33,720	2.16%	\$8.95	72,890	13.06%	\$8.42	104,790	16.05%	\$8.98
+ Nursing Aides	593,490	37.93%	\$9.62	112,050	20.08%	\$9.20	34,190	5.24%	\$9.01
Psychiatric Aides	1,270	0.08%	\$10.52	1,420	0.25%	\$9.66	5,030	0.77%	\$9.48
Occupational Therapist Assistants	3,790	0.24%	\$18.90	450	0.08%	\$19.62	3,480	0.53%	\$15.50
Occupational Therapist Aides	1,150	0.07%	\$12.34	250	0.04%	\$11.39	210	0.03%	\$10.43
Physical Therapist Assistants	5,680	0.36%	\$18.73	620	0.11%	\$18.22	370	0.06%	\$17.32
Physical Therapist Aides	4,400	0.28%	\$10.90	500	0.09%	\$10.54	270	0.04%	\$10.61
Medical Assistants	3,510	0.22%	\$10.76	1,190	0.21%	\$10.26	820	0.13%	\$9.61
Personal Care and Service Occupations									
+ Personal and Home Care Aides	10,370	0.66%	\$8.26	38,210	6.85%	\$8.28	85,820	13.14%	\$8.77

Source: U.S. Department of Labor, Bureau of Labor Statistics (BLS), May 2003 National Industry-Specific Occupational Employment and Wage Estimates (<http://www.bls.gov/oes/2003/may/oessrci.htm>).

NAICS = the North American Industry Classification System. NAICS uses a six digit hierarchical coding system to classify all economic activity in industry sectors (<http://www.bls.gov/oes/2003/may/oessrci.htm>).

Median hourly wage: The estimated 50th percentile of the distribution of wages based on data collected from employers in this sector.

+ Included in the standard category for LTC direct-care workers.

* This industry sector includes primarily the assisted-living facilities.

Table A2b. Home-Based Employment in LTC by Occupations: Detail, 2003

	Primarily Medical			Primarily Non-Medical		
	Home Health Care Services			Services for Elderly & Disabilities		
	NAICS 621600			NAICS 624120		
Occupation Title	Employment	% of Total Staff in the Sector	Median Hourly Wage	Employment	% of Total Staff in the Sector	Median Hourly Wage
Healthcare Practitioner and Technical Occupations						
<i>All Practitioners</i>	196,060	27.56%	\$20.96	11,850	3.31%	\$18.46
Dentists	30	0.00%	\$43.86			
Dietitians & Nutritionists	990	0.14%	\$23.61	270	0.08%	\$15.81
Pharmacists	1,950	0.27%	\$37.58	100	0.03%	\$62.60
General Practitioners	450	0.06%	\$64.44			
Internists, General	130	0.02%	\$62.15			
Psychiatrists						
Physician Assistants	180	0.03%	\$31.08			
+ Registered Nurses	114,430	16.09%	\$22.43	5,190	1.45%	\$20.92
Occupational Therapists	5,260	0.74%	\$27.13	810	0.23%	\$21.81
Physical Therapists	12,440	1.75%	\$30.22	700	0.20%	\$25.23
Recreational Therapists	140	0.02%	\$12.66	430	0.12%	\$12.75
Respiratory Therapists	1,200	0.17%	\$20.19			
Speech-Language Pathologists	2,200	0.31%	\$28.12	900	0.25%	\$23.06
Medical & Lab Technicians	190	0.03%	\$14.60			
Radiologic Technologists	80	0.01%	\$19.53			
Emergency Medical Paramedics			\$15.79			
Dietetic Technicians	180	0.03%	\$13.63	130	0.04%	\$7.21
Pharmacy Technicians	1,490	0.21%	\$12.66			
Psychiatric Technicians	60	0.01%	\$12.01	110	0.03%	\$10.70
Respiratory Therapy Technicians	190	0.03%	\$14.68			
+ Licensed Practical Nurses	48,550	6.82%	\$16.16	2,710	0.76%	\$14.24
Medical Records Technicians	3,790	0.53%	\$11.26	80	0.02%	\$12.84
Healthcare Support Occupations						
<i>All Support Occupations</i>	235,190	33.06%	\$8.63	71,920	20.07%	\$8.39
+ Home Health Aides	191,870	26.97%	\$8.52	63,500	17.72%	\$8.35
+ Nursing Aides	36,400	5.12%	\$8.91	5,520	1.54%	\$8.51
Psychiatric Aides	200	0.03%	\$11.00	500	0.14%	\$7.70
Occupational Therapist Assistants	460	0.06%	\$17.09			\$18.18
Occupational Therapist Aides	110	0.02%	\$11.04			\$8.31
Physical Therapist Assistants	2,130	0.30%	\$19.29	210	0.06%	\$14.60
Physical Therapist Aides	230	0.03%	\$10.73			\$9.30
Medical Assistants	790	0.11%	\$11.77	170	0.05%	\$9.24
Personal Care and Service Occupations						
+ Personal and Home Care Aides	154,940	21.78%	\$6.80	114,920	35.77%	\$8.26

Source: U.S. Department of Labor, Bureau of Labor Statistics (BLS), May 2003 National Industry-Specific Occupational Employment and Wage Estimates (<http://www.bls.gov/oes/2003/may/oesrci.htm>).

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Median hourly wage: The estimated 50th percentile of the distribution of wages based on data collected from employers in this sector.

+ Included in the standard category for LTC direct-care workers.