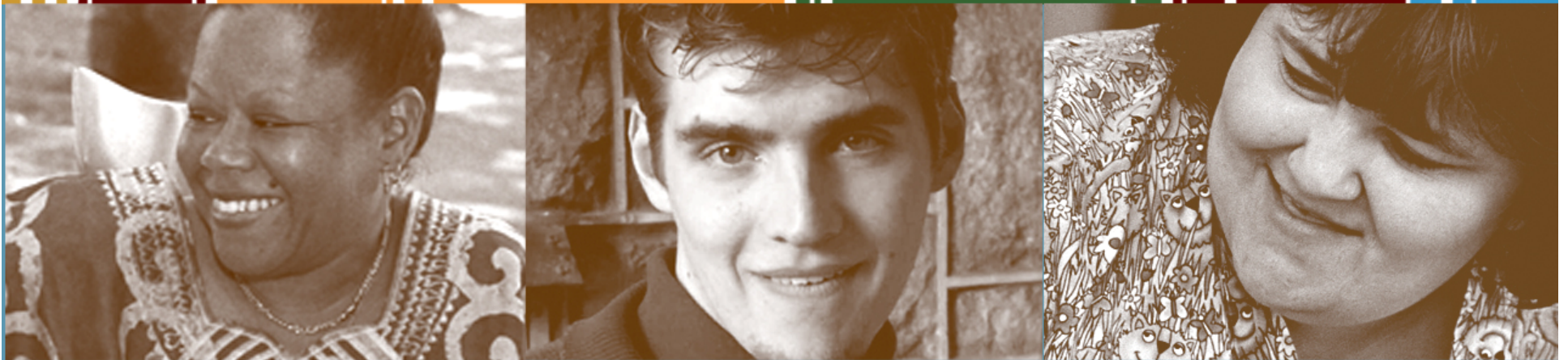


PHI

The 16th Princeton Conference

Supply and Demand for the Direct-Care Workforce

~ **Steven L. Dawson**
President - PHI



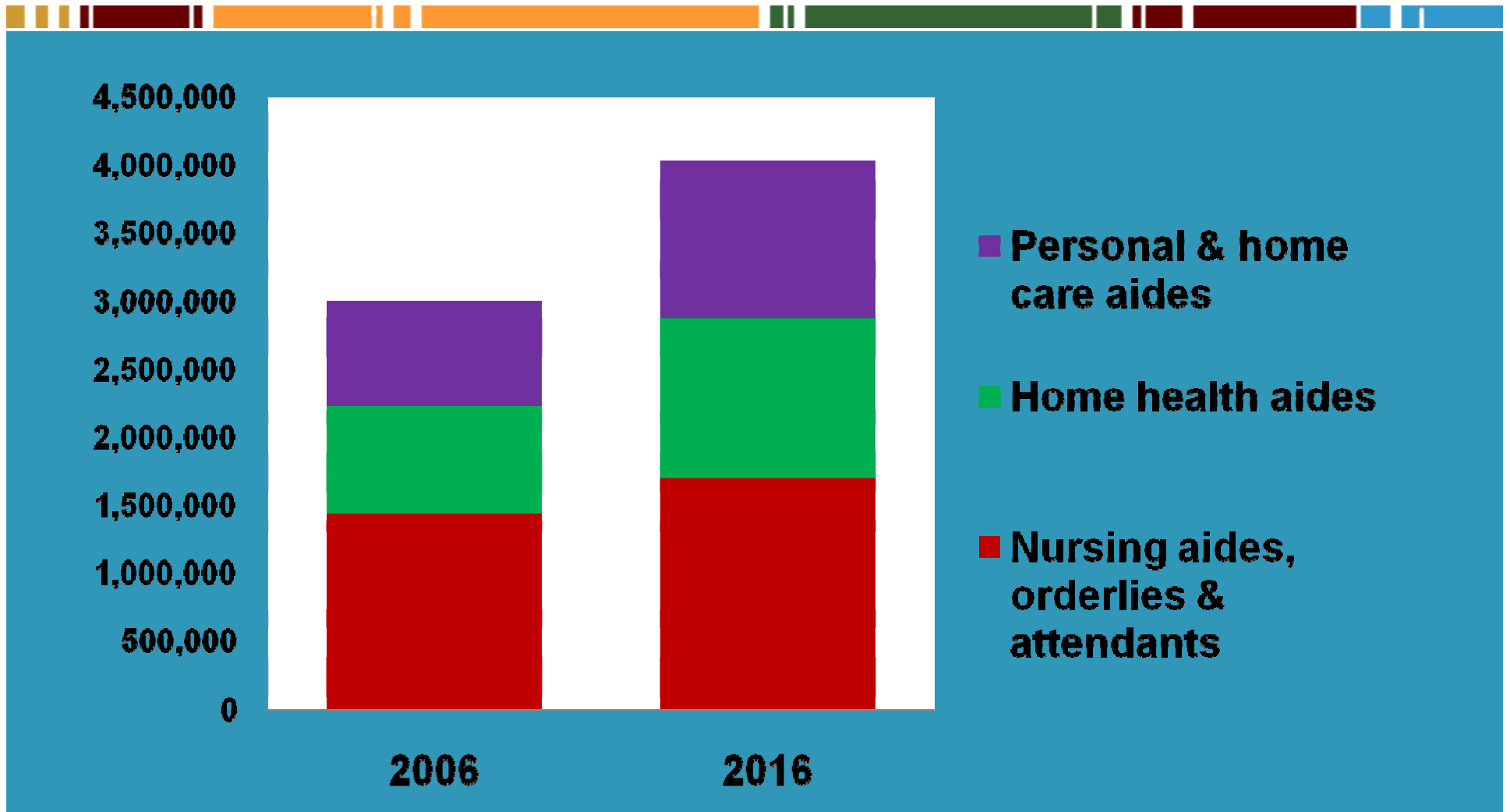
Quality Care THROUGH **Quality Jobs**

Occupations to add the most positions...

Top Ten Occupations with the Largest Job Growth, 2006-2016

	Occupation	Number of positions to be added
1	Registered nurses	587,000
2	Retail salespersons	557,000
3	Customer service representatives	545,000
4	Combined food prep & serving workers (includes fast food)	452,000
5	Office clerks, general	404,000
6	Personal & home care aides	389,000
7	Home health aides	384,000
8	Postsecondary teachers	382,000
9	Janitors & cleaners, except maids & housekeeping cleaners	345,000
10	Nursing aides, orderlies, and attendants	264,000

One million new DCW jobs over next decade



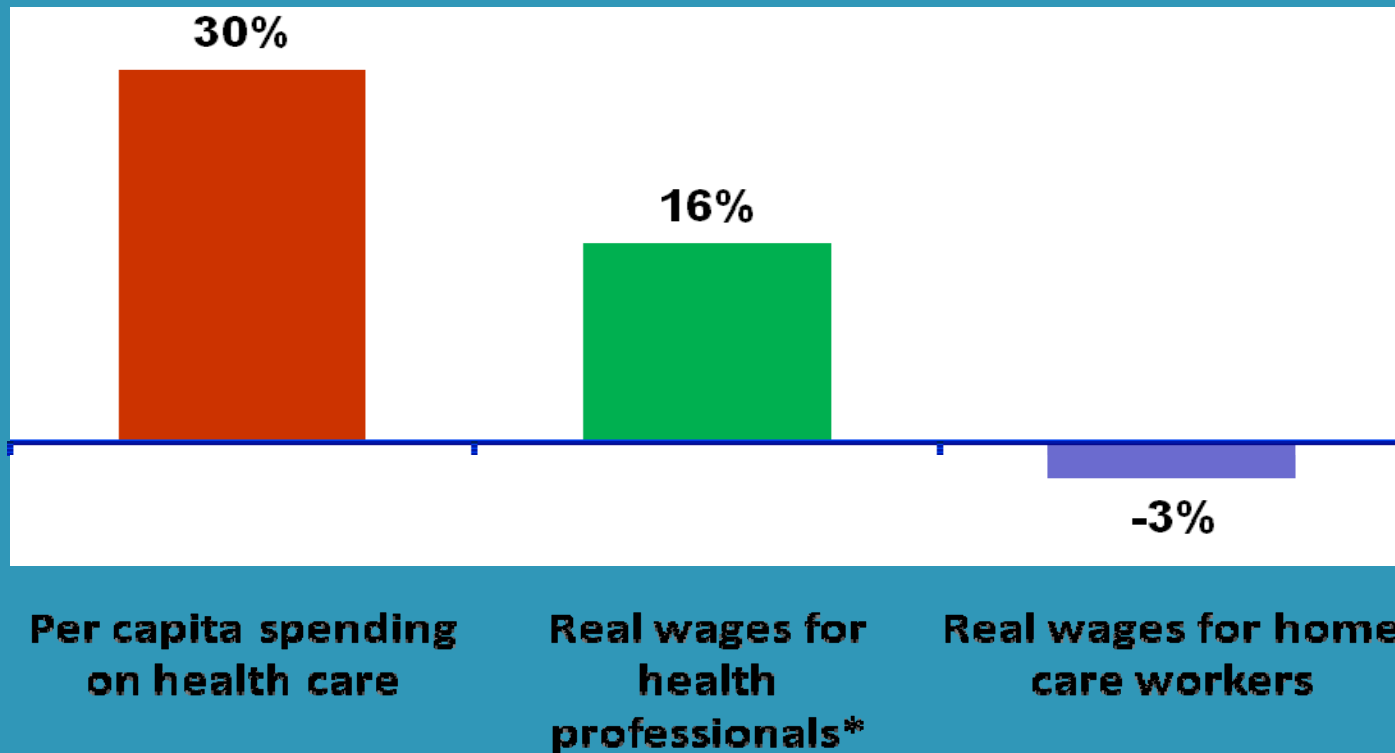
Historic scale of direct-care workforce:

Employment by 2016...



Direct Care Worker real wages — in context...

Changes in real wages and per capita health care spending, 1999-2007 (1999 dollars)

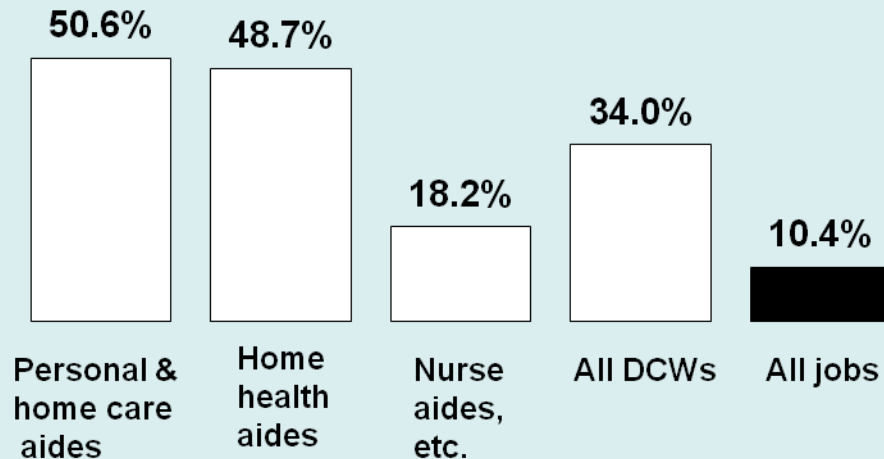


* Physicians and RNs.

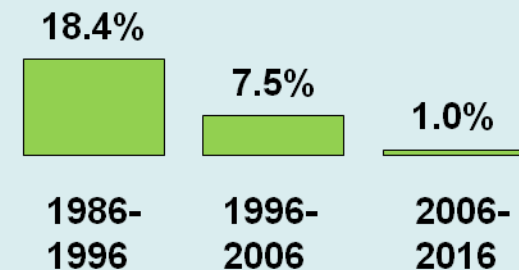
The recruitment challenge:

Demand for DCWs is at all-time high, but growth of core female labor supply stagnant

Projected increase in employment demand, 2000-16



Growth rate of female population, aged 25-54



For more information, contact:

Steven L. Dawson, President

PHI

SDawson@PHInational.org



*349 East 149th Street
10th Floor
Bronx, NY 10451
718.402.7766
www.PHInational.org*

