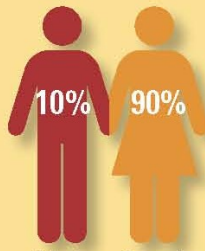


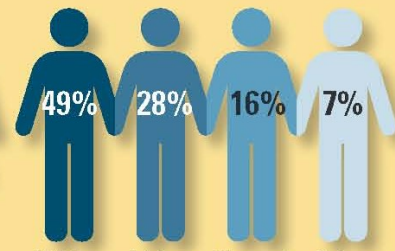
The direct-care worker at a glance (2008)

Demographic Characteristics

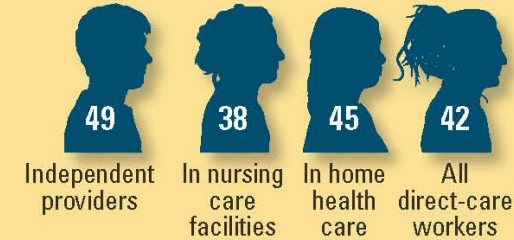
Gender



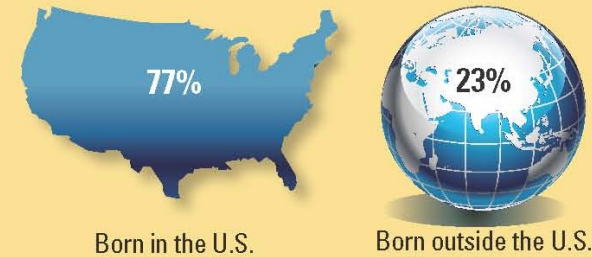
Race/Ethnicity



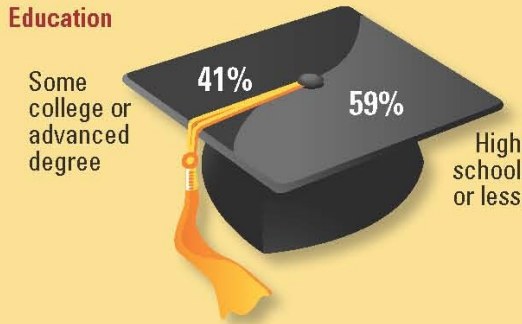
Average Age



Immigration Status

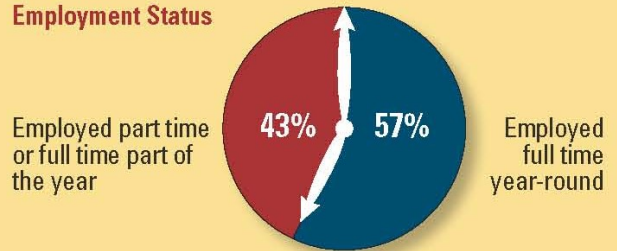


Education

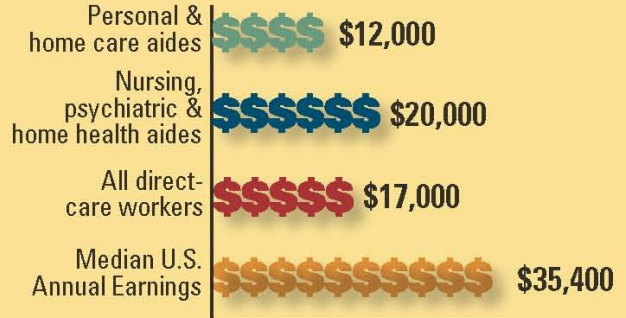


Employment and Income Characteristics

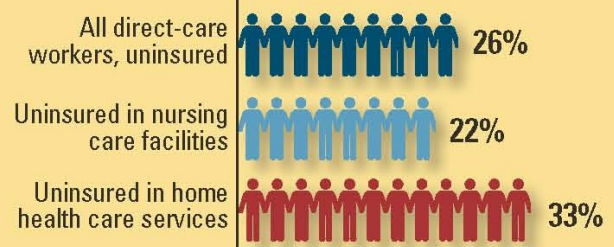
Employment Status



Median Annual Earnings (accounting for part-time hours)



Health Insurance Status



Reliance on Public Benefits



Spotlight on Direct Care Workers in New York

(A Bridging the Gap Pilot Location)



90% are women.



59% are women and men of color.



50+% are foreign-born. (And **63%** of home health aides are foreign-born).

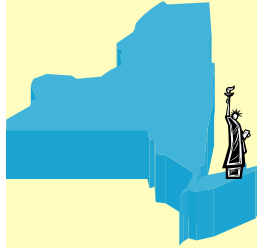
1 in 7 Low-Wage Workers in NYC is a Home or Community Health Worker.

Low-Wage Occupations in New York City, 2003:
Direct-Care Work is the Second Largest Low-Wage Occupation

Occupation Title	Employment	Median Hourly Wage	Rank by Wage	Rank by Employment
Occupations up to 20th percentile of the wage distribution (up to \$8.63)				
Retail Salespersons	104,770	\$8.61	8	1
Direct-care Workers, Home & Community Based *	103,670	\$8.38	7	2
Cashiers	73,850	\$7.23	3	3
Combined Food Preparation and Serving Workers, Including Fast Food	25,650	\$6.89	1	4
Sewing Machine Operators	18,050	\$7.26	4	5
Hairdressers, Hairstylists, and Cosmetologists	13,670	\$8.61	8	6
Packers and Packagers, Hand	13,200	\$7.81	6	7
Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	12,710	\$7.21	2	8
Dishwashers	12,090	\$7.64	5	9

Addressing New York City's Care Gap: Aligning Workforce Policy to Support Home- and Community- Based Care. Paraprofessional Healthcare Institute's National Clearinghouse on the Direct Care Workforce, October 2006.

Spotlight on Select *Bridging the Gap* Pilot Sites



RIIS SETTLEMENT

(Jacob A. Riis Neighborhood Settlement House, Inc.)

Jacob A. Riis Neighborhood Settlement House is a community based non-profit organization that offers comprehensive services to over 10,000 youth, adults, seniors and families of Western Queens.



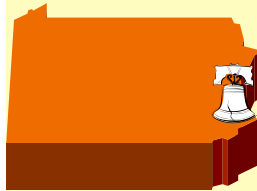
46% are direct care workers.



54% of direct care workers are women.



100% of direct care workers are women and men of color.



DIAKON LUTHERAN SOCIAL MINISTRIES

(Twining Village Senior Living Community)

Twining Village is a continuing care community outside of Philadelphia consisting of 224 senior living apartments, 120 assisted living residences, and 80+ nursing care beds.



70% are direct care workers.



95% of direct care workers are women.



56% of direct care workers are women and men of color.