



STATE-BY-STATE PROJECTED DEMAND FOR NEW DIRECT-CARE WORKERS, 2008-18

State/Occupation Title	2008 Estimated Employment	2018 Projected Employment	Percent Change 2008-2018	New Openings Over Decade*
UNITED STATES (see note 1)				
Home Health Aides	921,700	1,382,600	50%	552,700
Nursing Aides, Orderlies, & Attendants	1,469,800	1,745,800	19%	422,300
Personal & Home Care Aides	817,200	1,193,000	46%	477,800
All DCWS	3,271,200	4,387,500	34%	1,462,600
All Occupations			10%	
ALASKA				
Home Health Aides	1,887	2,780	47%	1,214
Nursing Aides, Orderlies, & Attendants	1,999	2,450	23%	737
Personal & Home Care Aides	2,472	3,350	36%	1,374
All DCWS	6,358	8,580	35%	3,325
All Occupations			10%	
ALABAMA				
Home Health Aides	10,530	14,430	37%	4,850
Nursing Aides, Orderlies, & Attendants	23,300	26,710	15%	5,500
Personal & Home Care Aides	3,440	4,780	39%	1,950
All DCWS	37,270	45,920	23%	12,300
All Occupations			11%	
ARKANSAS				
Home Health Aides	4,213	5,420	29%	1,590
Nursing Aides, Orderlies, & Attendants	18,626	22,330	20%	5,370
Personal & Home Care Aides	8,607	10,965	27%	3,820
All DCWS	31,446	38,715	23%	10,780
All Occupations			7%	
ARIZONA				
Home Health Aides	17,987	24,982	39%	8,786
Nursing Aides, Orderlies, & Attendants	19,401	22,749	17%	5,280
Personal & Home Care Aides	13,314	16,980	28%	5,328
All DCWS	50,702	64,711	28%	19,394
All Occupations			6%	

CALIFORNIA				
Home Health Aides	54,300	78,000	44%	29,100
Nursing Aides, Orderlies, & Attendants	108,100	130,800	21%	33,600
Personal & Home Care Aides	346,500	504,700	46%	201,500
All DCWS	508,900	713,500	40%	264,200
All Occupations			10%	
COLORADO (see note 2)				
Home Health Aides	**	**	**	**
Nursing Aides, Orderlies, & Attendants	19,361	23,530	22%	5,790
Personal & Home Care Aides	10,489	15,092	44%	6,090
All DCWS	**	**	**	**
All Occupations			8%	
CONNECTICUT				
Home Health Aides	13,600	18,248	34%	6,000
Nursing Aides, Orderlies, & Attendants	25,835	27,767	7%	4,500
Personal & Home Care Aides	12,364	17,774	44%	6,950
All DCWS	51,799	63,789	23%	17,450
All Occupations			5%	
DISTRICT OF COLUMBIA (see note 3)				
Home Health Aides	914	1,239	36%	410
Nursing Aides, Orderlies, & Attendants	3,409	3,717	9%	620
Personal & Home Care Aides	1,266	1,708	35%	660
All DCWS	5,589	6,664	19%	1,690
All Occupations			9%	
DELAWARE				
Home Health Aides	**	**	**	
Nursing Aides, Orderlies, & Attendants	5,395	6,744	25%	**
Personal & Home Care Aides	658	979	49%	400
All DCWS	**	**	**	**
All Occupations			8%	
FLORIDA (see note 4)				
Home Health Aides	32,862	46,353	41%	19,990
Nursing Aides, Orderlies, & Attendants	90,339	106,970	18%	29,400
Personal & Home Care Aides	14,489	19,067	32%	7,460
All DCWS	137,690	172,390	25%	56,850
All Occupations			14%	
GEORGIA (see note 3)				
Home Health Aides	7,720	11,780	53%	4,800
Nursing Aides, Orderlies, & Attendants	38,510	48,900	27%	13,900
Personal & Home Care Aides	13,210	17,630	33%	6,600
All DCWS	59,440	78,310	32%	25,300
All Occupations			14%	

HAWAII				
Home Health Aides	720	1,070	49%	500
Nursing Aides, Orderlies, & Attendants	4,970	6,160	24%	1,700
Personal & Home Care Aides	5,110	7,840	53%	3,300
All DCWS	10,800	15,070	40%	5,500
All Occupations			7%	
IOWA				
Home health aides	10,420	14,890	43%	5,500
Nursing aides, orderlies, & attendants	23,385	27,865	19%	6,850
Personal & home care aides	5,700	7,955	40%	2,950
All DCWS	39,505	50,710	28%	15,300
All Occupations			10%	
IDAHO				
Home Health Aides	3,904	5,929	52%	2,420
Nursing Aides, Orderlies, & Attendants	7,196	9,301	29%	2,830
Personal & Home Care Aides	3,492	5,749	65%	2,700
All DCWS	14,592	20,979	44%	7,950
All Occupations			16%	
ILLINOIS				
Home Health Aides	26,331	39,270	49%	15,560
Nursing Aides, Orderlies, & Attendants	60,488	73,162	21%	18,690
Personal & Home Care Aides	25,711	34,464	34%	11,960
All DCWS	112,530	146,896	31%	46,210
All Occupations			9%	
INDIANA				
Home Health Aides	12,903	19,728	53%	8,120
Nursing Aides, Orderlies, & Attendants	32,152	38,712	20%	9,760
Personal & Home Care Aides	12,783	18,442	44%	7,260
All DCWS	58,583	77,652	33%	25,240
All Occupations			9%	
KANSAS (see note 2)				
Home Health Aides	8,334	12,299	48%	4,711
Nursing Aides, Orderlies, & Attendants	19,772	22,570	14%	4,567
Personal & Home Care Aides	11,914	17,745	49%	7,850
All DCWS	40,020	52,614	31%	17,128
All Occupations			12%	
KENTUCKY				
Home Health Aides	4,662	6,859	47%	2,660
Nursing Aides, Orderlies, & Attendants	25,936	31,621	22%	8,270
Personal & Home Care Aides	3,864	5,856	52%	2,470
All DCWS	34,462	44,336	29%	13,400
All Occupations			7%	

LOUISIANA				
Home Health Aides	11,340	16,560	46%	6,200
Nursing Aides, Orderlies, & Attendants	25,560	30,640	20%	7,400
Personal & Home Care Aides	13,700	19,680	44%	8,300
All DCWS	50,600	66,880	32%	21,900
All Occupations			8%	
MASSACHUSETTS (see note 3)				
Home Health Aides	17,330	23,150	34%	7,380
Nursing Aides, Orderlies, & Attendants	41,620	47,210	13%	9,320
Personal & Home Care Aides	11,190	15,200	36%	5,910
All DCWS	70,140	85,560	22%	22,610
All Occupations			6%	
MARYLAND				
Home Health Aides	10,385	15,150	46%	5,795
Nursing Aides, Orderlies, & Attendants	30,640	36,320	19%	8,730
Personal & Home Care Aides	5,890	8,605	46%	3,450
All DCWS	46,915	60,075	28%	17,975
All Occupations			9%	
MAINE				
Home Health Aides	5,536	6,966	26%	1,980
Nursing Aides, Orderlies, & Attendants	10,158	10,506	3%	1,360
Personal & Home Care Aides	6,201	7,800	26%	2,370
All DCWS	21,895	25,272	15%	5,710
All Occupations			2%	
MICHIGAN				
Home Health Aides	32,580	47,050	44%	17,710
Nursing Aides, Orderlies, & Attendants	49,520	58,240	18%	13,640
Personal & Home Care Aides	19,330	23,200	20%	6,270
All DCWS	101,430	128,490	27%	37,620
All Occupations			6%	
MINNESOTA (see note 2)				
Home Health Aides	37,908	53,834	42%	19,696
Nursing Aides, Orderlies, & Attendants	31,298	35,605	14%	7,427
Personal & Home Care Aides	38,122	59,369	56%	26,007
All DCWS	107,328	148,808	39%	53,130
All Occupations			9%	
MISSOURI				
Home Health Aides	12,960	19,400	50%	7,720
Nursing Aides, Orderlies, & Attendants	39,470	43,310	10%	7,770
Personal & Home Care Aides	18,140	25,220	39%	9,340
All DCWS	70,570	87,930	25%	24,830
All Occupations			3%	

MISSISSIPPI				
Home Health Aides	4,290	6,430	50%	2,550
Nursing Aides, Orderlies, & Attendants	21,020	25,430	21%	6,500
Personal & Home Care Aides	4,340	5,380	24%	1,600
All DCWS	29,650	37,240	26%	10,650
All Occupations			13%	
MONTANA				
Home Health Aides	3,267	4,048	24%	1,070
Nursing Aides, Orderlies, & Attendants	5,668	6,486	14%	1,330
Personal & Home Care Aides	2,651	3,228	22%	1,030
All DCWS	11,586	13,762	19%	3,430
All Occupations			11%	
NORTH CAROLINA (see note 3)				
Home Health Aides	72,130	99,990	39%	34,400
Nursing Aides, Orderlies, & Attendants	21,780	28,360	30%	8,600
Personal & Home Care Aides	18,350	32,250	76%	17,000
All DCWS	112,260	160,600	43%	60,000
All Occupations			**	
NORTH DAKOTA				
Home Health Aides	2,077	2,748	32%	880
Nursing Aides, Orderlies, & Attendants	6,719	7,705	15%	1,660
Personal & Home Care Aides	1,513	1,906	26%	580
All DCWS	10,309	12,359	20%	3,120
All Occupations			9%	
NEBRASKA				
Home Health Aides	**	**	**	**
Nursing Aides, Orderlies, & Attendants	14,904	17,464	17%	4,040
Personal & Home Care Aides	1,469	2,076	41%	790
All DCWS	**	**	**	**
All Occupations			10%	
NEW HAMPSHIRE				
Home Health Aides	2,864	4,318	51%	1,740
Nursing Aides, Orderlies, & Attendants	8,012	9,648	20%	2,440
Personal & Home Care Aides	3,472	5,154	48%	2,110
All DCWS	14,348	19,120	33%	6,290
All Occupations			9%	
NEW JERSEY				
Home Health Aides	28,700	40,600	41%	14,800
Nursing Aides, Orderlies, & Attendants	51,250	58,500	14%	12,300
Personal & Home Care Aides	8,850	11,550	31%	3,800
All DCWS	88,900	110,650	24%	30,900
All Occupations			3%	

NEW MEXICO				
Home Health Aides	7,390	10,600	43%	3,900
Nursing Aides, Orderlies, & Attendants	8,670	10,100	16%	2,200
Personal & Home Care Aides	12,430	19,140	54%	8,800
All DCWS	28,490	39,840	40%	14,900
All Occupations			13%	
NEVADA				
Home Health Aides	4,945	6,344	28%	2,050
Nursing Aides, Orderlies, & Attendants	4,992	5,902	18%	1,560
Personal & Home Care Aides	3,514	4,542	29%	1,590
All DCWS	13,451	16,788	25%	5,270
All Occupations			7%	
NEW YORK				
Home Health Aides	129,870	178,190	37%	61,200
Nursing Aides, Orderlies, & Attendants	100,580	114,270	14%	23,700
Personal & Home Care Aides	117,540	169,890	45%	67,100
All DCWS	347,990	462,350	33%	152,000
All Occupations			3%	
OHIO				
Home Health Aides	60,280	89,150	48%	34,870
Nursing Aides, Orderlies, & Attendants	75,910	87,840	16%	19,490
Personal & Home Care Aides	13,820	19,990	45%	7,900
All DCWS	150,010	196,980	31%	62,260
All Occupations			4%	
OKLAHOMA				
Home Health Aides	8,440	11,630	38%	4,000
Nursing Aides, Orderlies, & Attendants	19,000	20,830	10%	3,700
Personal & Home Care Aides	9,180	12,110	32%	4,100
All DCWS	36,620	44,570	22%	11,800
All Occupations			10%	
OREGON				
Home Health Aides	8,599	10,775	25%	3,150
Nursing Aides, Orderlies, & Attendants	12,842	15,950	24%	4,540
Personal & Home Care Aides	6,285	7,732	23%	2,330
All DCWS	27,726	34,457	24%	10,020
All Occupations			9%	
PENNSYLVANIA				
Home Health Aides	54,110	66,380	23%	17,110
Nursing Aides, Orderlies, & Attendants	80,590	88,440	10%	15,060
Personal & Home Care Aides	37,190	45,570	23%	14,680
All DCWS	171,890	200,390	17%	46,850
All Occupations			2%	

RHODE ISLAND				
Home Health Aides	5,582	7,304	31%	2,222
Nursing Aides, Orderlies, & Attendants	8,123	9,129	12%	1,733
Personal & Home Care Aides	1,343	1,915	43%	800
All DCWS	15,048	18,348	22%	4,755
All Occupations			8%	
SOUTH CAROLINA				
Home Health Aides	**	**	**	**
Nursing Aides, Orderlies, & Attendants	20,094	23,395	16%	5,300
Personal & Home Care Aides	5,631	7,558	34%	2,630
All DCWS	**	**	**	**
All Occupations			8%	
SOUTH DAKOTA				
Home Health Aides	1,110	1,370	23%	370
Nursing Aides, Orderlies, & Attendants	6,365	7,175	13%	1,440
Personal & Home Care Aides	1,635	2,150	31%	720
All DCWS	9,110	10,695	17%	2,530
All Occupations			9%	
TENNESSEE				
Home Health Aides	13,700	21,800	59%	9,450
Nursing Aides, Orderlies, & Attendants	30,710	35,800	17%	8,150
Personal & Home Care Aides	14,070	18,950	35%	6,650
All DCWS	58,480	76,550	31%	24,250
All Occupations			6%	
TEXAS				
Home Health Aides	92,660	143,720	55%	60,300
Nursing Aides, Orderlies, & Attendants	99,320	126,160	27%	36,750
Personal & Home Care Aides	94,530	138,530	47%	55,800
All DCWS	286,510	408,410	43%	152,850
All Occupations			17%	
UTAH				
Home Health Aides	6,080	10,670	75%	5,200
Nursing Aides, Orderlies, & Attendants	9,330	13,260	42%	4,800
Personal & Home Care Aides	1,900	2,860	51%	1,300
All DCWS	17,310	26,790	55%	11,300
			21%	
VERMONT				
Home Health Aides	**	**	**	**
Nursing Aides, Orderlies, & Attendants	2,893	3,452	19%	850
Personal & Home Care Aides	7,222	10,585	47%	4,260
All DCWS	**	**	**	**
All Occupations			9%	

VIRGINIA				
Home Health Aides	16,430	29,536	80%	14,746
Nursing Aides, Orderlies, & Attendants	33,629	45,056	34%	14,777
Personal & Home Care Aides	14,435	24,418	69%	11,833
All DCWS	64,494	99,010	54%	41,356
All Occupations			15%	
WASHINGTON				
Home Health Aides	12,937	19,401	50%	8,050
Nursing Aides, Orderlies, & Attendants	22,318	27,133	22%	7,275
Personal & Home Care Aides	27,268	36,393	33%	13,050
All DCWS	62,523	82,927	33%	28,375
All Occupations			9%	
WISCONSIN				
Home Health Aides	20,730	28,670	38%	10,000
Nursing Aides, Orderlies, & Attendants	36,960	42,050	14%	8,800
Personal & Home Care Aides	21,720	29,100	34%	10,100
All DCWS	79,410	99,820	26%	28,900
All Occupations			3%	
WEST VIRGINIA				
Home Health Aides	**	**	**	**
Nursing Aides, Orderlies, & Attendants	9,243	10,553	14%	2,230
Personal & Home Care Aides	6,177	7,973	29%	2,570
All DCWS	**	**	**	**
All Occupations			5%	
WYOMING				
Home Health Aides	1,356	2,054	51%	700
Nursing Aides, Orderlies, & Attendants	3,265	3,896	19%	630
Personal & Home Care Aides	905	1,482	64%	580
All DCWS	5,526	7,432	34%	1,910
All Occupations			9%	

* New openings include openings due to growth and replacement, and are a measure of the total number of workers who will be needed to meet demand for a particular occupation.

Notes

1. State numbers do not add to national total (see *Sources* below).
2. CO and MN projections are for 2009-2019.
3. DC, GA, KS, MA, NC projections are for 2006-2016.
4. FL projections are for 2010-2018.

Sources: PHI analysis of 2008-18 occupational employment projections available from each state labor department. The U.S. projections are from the U.S. Department of Labor/Bureau of Labor Statistics, Employment Projections Program, 2008-18 National Employment Matrix.

For more information contact: Dorie Seavey, PHI Director of Policy Research dseavey@phinational.org
Visit PHI PolicyWorks, our policy website: www.PHInational.org/policy