

## STATE PROFILE

## Alabama

## Direct Care Workforce State Index Ranking

Alabama

48 / 51

Tier 4: 39-51

## KEY STATE CHARACTERISTICS

39,380

Number of Direct Care  
Workers, 2021

5,810

Direct Care Workforce  
Growth, 2020-2030

61,800

Direct Care Workforce Total  
Job Openings, 2020-2030

89%

Women, 2020

61%

People of Color, 2020

2%

Immigrants, 2020

## Worker Supportive Policies Index

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### Direct Care Workforce Policies

State policies that improve direct care worker compensation, training, and access to employment (via matching service registries).

	Score	Year
Personal Care Aide Training Standards Key Provisions	2/10	2019
Home Health Aide Training Standards Exceed Federal Minimum	No	2019
Nursing Assistant Training Standards Exceed Federal Minimum	No	2019
Dollar-Amount Wage-Pass Through Policy (Current)	No	2022
Percentage Wage-Pass Through Policy (Current)	No	2022
State-Funded Matching Service Registry	No	2018

### Universal Labor Policies

State policies that support all workers' ability to access health insurance, take paid time off, collectively bargain, achieve greater economic stability, and access/maintain employment without discrimination.

	Score	Year
Minimum Wage Exceed Federal Minimum Wage	No	2022
Medicaid Expansion	No	2022
Paid Sick Leave	No	2021
Paid Family and Medical Leave	No	2022
"Right to Work" Laws	Yes	2022
Refundable State Earned Income Tax Credit	No	2022
Non-Refundable State Earned Income Tax Credit	No	2022
Protections for LGBTQ+ Workers	No	2021

## Direct Care Workforce Economic Index

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	Score	Year
Median Wage	\$11.11	2021
Wage Competitiveness	-\$3.48	2021
Median Personal Earnings	\$20,900	2020
Low-Income Household	47%	2020
Lacks Affordable Housing	26%	2020
Uninsured	14%	2020