

## STATE PROFILE

## California

## Direct Care Workforce State Index Ranking

California

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Tier 1: 1-13

## KEY STATE CHARACTERISTICS

902,640

Number of Direct Care  
Workers, 2023

278,300

Direct Care Workforce  
Growth, 2022 - 2032

1,799,600

Direct Care Workforce Total  
Job Openings, 2022 - 2032

79%

Women, 2022

78%

People of Color, 2022

47%

Immigrants, 2022

## 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	6/10	2024
Home Health Aide Training Standards Exceed Federal Minimum	Yes	2016
Nursing Assistant Training Standards Exceed Federal Minimum	Yes	2016
Dollar-Amount Wage-Pass Through Policy (Current)	No	2024
Percentage Wage-Pass Through Policy (Current)	Yes	2024
State-Funded Matching Service Registry	No	2024

### 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	Yes	2024
Medicaid Expansion	Yes	2023
Paid Sick Leave	Yes	2024
Paid Family and Medical Leave	Yes	2024
Union-Supportive Legal Environments	Yes	2023
Refundable State Earned Income Tax Credit	Yes	2023
Non-Refundable State Earned Income Tax Credit	No	2023
Protections for LGBTQ+ Workers	Yes	2023

## Direct Care Workforce Economic Index

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	Score	Year
Median Wage	\$15.44	2022
Wage Competitiveness	-\$4.66	2022
Median Personal Earnings	\$25,605	2022
Low-Income Household	28%	2022
Housing Cost-Burdened	42%	2022
Uninsured	9%	2022