

STATE PROFILE

Massachusetts

Direct Care Workforce State Index Ranking

Massachusetts

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Tier 1: 1-13

KEY STATE CHARACTERISTICS

146,870

Number of Direct Care
Workers, 2021

22,790

Direct Care Workforce
Growth, 2020-2030

216,400

Direct Care Workforce Total
Job Openings, 2020-2030

85%

Women, 2020

59%

People of Color, 2020

40%

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	8/10	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)	Yes	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	Yes	2022
Medicaid Expansion	Yes	2022
Paid Sick Leave	Yes	2021
Paid Family and Medical Leave	Yes	2022
"Right to Work" Laws	No	2022
Refundable State Earned Income Tax Credit	Yes	2022
Non-Refundable State Earned Income Tax Credit	No	2022
Protections for LGBTQ+ Workers	Yes	2021

Direct Care Workforce Economic Index

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	Score	Year
Median Wage	\$17.59	2021
Wage Competitiveness	-\$1.95	2021
Median Personal Earnings	\$25,200	2020
Low-Income Household	35%	2020
Lacks Affordable Housing	41%	2020
Uninsured	5%	2020