

STATE PROFILE

Montana

Direct Care Workforce State Index Ranking

Montana

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Tier 2: 14-25

KEY STATE CHARACTERISTICS

12,570

Number of Direct Care
Workers, 2023

3,620

Direct Care Workforce
Growth, 2022 - 2032

26,700

Direct Care Workforce Total
Job Openings, 2022 - 2032

82%

Women, 2022

22%

People of Color, 2022

4%

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	5/10	2024
Home Health Aide Training Standards Exceed Federal Minimum	Yes	2016
Nursing Assistant Training Standards Exceed Federal Minimum	No	2016
Dollar-Amount Wage-Pass Through Policy (Current)	No	2024
Percentage Wage-Pass Through Policy (Current)	Yes	2024
State-Funded Matching Service Registry	Yes	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	No	2024
Paid Family and Medical Leave	No	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	No	2023

Direct Care Workforce Economic Index

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	Score	Year
Median Wage	\$15.17	2022
Wage Competitiveness	-\$2.21	2022
Median Personal Earnings	\$20,522	2022
Low-Income Household	31%	2022
Housing Cost-Burdened	27%	2022
Uninsured	8%	2022