

STATE PROFILE

# Oklahoma

## Direct Care Workforce State Index Ranking

Oklahoma

43 / 51

Tier 4: 39-51

### KEY STATE CHARACTERISTICS

33,070

Number of Direct Care  
Workers, 2022

-5,770

Direct Care Workforce  
Growth, 2022 - 2032

62,700

Direct Care Workforce Total  
Job Openings, 2022 - 2032

90%

Women, 2022

45%

People of Color, 2022

6%

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        | 7/10  | 2024 |
| Home Health Aide Training Standards Exceed Federal Minimum  | No    | 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)               | No    | 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      | No    | 2024 |
| Medicaid Expansion                            | Yes   | 2023 |
| Paid Sick Leave                               | No    | 2024 |
| Paid Family and Medical Leave                 | No    | 2024 |
| Union-Supportive Legal Environments           | No    | 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              | \$12.75  | 2022 |
| Wage Competitiveness     | -\$3.10  | 2022 |
| Median Personal Earnings | \$24,492 | 2022 |
| Low-Income Household     | 38%      | 2022 |
| Housing Cost-Burdened    | 23%      | 2022 |
| Uninsured                | 27%      | 2022 |