

STATE PROFILE

Virginia

Direct Care Workforce State Index Ranking

Virginia

35 / 51

Tier 3: 26-38

KEY STATE CHARACTERISTICS

99,950

Number of Direct Care
Workers, 2023

24,980

Direct Care Workforce
Growth, 2022 - 2032

184,800

Direct Care Workforce Total
Job Openings, 2022 - 2032

89%

Women, 2022

63%

People of Color, 2022

19%

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	Yes	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	Yes	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	No	2023
Non-Refundable State Earned Income Tax Credit	Yes	2023
Protections for LGBTQ+ Workers	Yes	2023

Direct Care Workforce Economic Index

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	Score	Year
Median Wage	\$13.44	2022
Wage Competitiveness	-\$4.09	2022
Median Personal Earnings	\$24,492	2022
Low-Income Household	35%	2022
Housing Cost-Burdened	35%	2022
Uninsured	14%	2022