Snapshot
Home Care in Hawaii

What is Home Care?
Professional home care workers support their elderly and disabled clients with activities of daily living. This workforce enables their clients to remain in their homes and supports their clients’ family members to participate in the labor force.

Growing Need for Home Care Workers

250,000 people 65 and older in Hawaii.¹

By 2030, this population is projected to increase by 32%, to 330,000.²

150,000 additional disabled individuals in Hawaii who could potentially benefit from personal support workers in their homes.³

Rapidly Growing Occupation

Home care is one of the largest and fastest growing occupations, but the need exceeds the supply, drawing unpaid family caregivers from full-time employment to help fill the gap.

+ There are 9,020 professional home care workers in Hawaii.⁴
  + This occupation has grown 49% over the past 10 years in Hawaii.
  + Hawaii is projected to add an additional 13,620 home care jobs by 2028.⁵
  + Due to high turnover, each year there are projected to be 1,840 home care job openings in Hawaii.

Rising Revenues, Persistent Low Wages, High Costs of Home Care

+ The annual median cost of home care in Hawaii is $68,640,⁶ up from $65,928 in 2009.⁷ This has translated into rising revenues, while low wages persist.
+ Home care industry revenues are $109.6B and projected to increase by 5.1% annually.⁸
+ In 2019, Hawaii home care workers received a median hourly wage of $12.96/hour and a median annual income of $28,290.
  + This rose to $13.35/hour and $29,030 annually in 2020,⁹ though this increase may be temporary as pandemic subsidies expire.¹⁰

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Recruitment and retention of workers in this rapidly growing occupation can help support the Hawaii economy.

- Professional home care workers help family members—especially women—to remain in the workforce, but many families are waiting to receive this support.
- Studies have found that raising wages for home care workers leads to lower costs from reduced turnover and from workers’ reliance on public safety net programs.
- Low wages result in thousands of Hawaii home care workers living in poverty.

### Worker Demographics

The Hawaii home care workforce is disproportionately composed of women of color and immigrant women. Their median age is 48.

- **84%** Women
- **72%** People of Color (64% being women of color)
- **39%** Foreign-Born

### Economic Impacts and Racial & Ethnic Disparities

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- Home care workers live in poverty including:
  - 25% of Black workers
  - 23% of Hispanic workers
  - 13% of Asian workers
  - 16% of White workers

- Home care workers receive food stamps including:
  - 36% of Black workers
  - 37% of Hispanic workers
  - 20% of Asian workers
  - 21% of White workers
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Disclaimer
The views expressed here are those of the authors and not necessarily those of the Federal Reserve Bank of San Francisco or the Federal Reserve System.

Endnotes
11. U.S. Census Bureau. IPUMS microdata, American Community Survey: 2015-2019 (5-year Estimate). For comparison, the Hawaii working age population is 38% women of color and 23% foreign-born.

For additional state profiles and more on this topic, please visit: sffed.us/homecare