Snapshot
Home Care in Idaho

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

- There are 260,000 people 65 and older in Idaho.\(^1\)
  - By 2030, this population is projected to increase by 38%, to 360,000.\(^2\)
- There are 230,000 additional disabled individuals in Idaho 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 17,530 professional home care workers in Idaho.\(^4\)
  - This occupation has grown 130% over the past 10 years in Idaho.
- Idaho is projected to add an additional 19,260 home care jobs by 2028.\(^5\)
- Due to high turnover, each year there are projected to be 330 home care job openings in Idaho.

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

- The annual median cost of home care in Idaho is $53,768,\(^6\) up from $46,481 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, Idaho home care workers received a median hourly wage of $11.14/hour and a median annual income of $24,380.
  - This rose to $11.65/hour and $27,800 annually in 2020,\(^9\) though this increase may be temporary as pandemic subsidies expire.\(^10\)
Worker Demographics

The Idaho home care workforce is disproportionately composed of women of color and immigrant women. Their median age is 47.\(^1\)

- **Women**: 89%
- **People of Color**: 9%
- **Foreign-Born**: 7%

Economic Impacts and Racial & Ethnic Disparities

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

- Professional home care workers help family members—especially women—to remain in the workforce,\(^2\) 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.\(^3\)
- Low wages result in thousands of Idaho home care workers living in poverty: \(^4\)

<table>
<thead>
<tr>
<th>Factor</th>
<th>Percentage</th>
<th>Race/Region</th>
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| Poverty | 20%        | - 25% Black workers  
|         |            | - 23% Hispanic workers  
|         |            | - 13% Asian workers  
|         |            | - 16% White workers  
| Food Stamps | 28%         | - 36% Black workers  
|           |             | - 37% Hispanic workers  
|           |             | - 20% Asian workers  
|           |             | - 21% 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 Idaho working age population is 5% women of color.

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