SnapShot
Home Care in Utah

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

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.

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 14,740 professional home care workers in Utah.4

This occupation has grown 121% over the past 10 years in Utah.

Utah is projected to add an additional 19,430 home care jobs by 2028.5

Due to high turnover, each year there are projected to be 2,780 home care job openings in Utah.

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

The annual median cost of home care in Utah is $59,488,6 up from $53,072 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, Utah home care workers received a median hourly wage of $12.22/hour and a median annual income of $27,430.

This rose to $13.14/hour in 2020, though this increase may be temporary as pandemic subsidies expire.9
Recruitment and retention of workers in this rapidly growing occupation can help support the Utah economy.

- Professional home care workers help family members—especially women—to remain in the workforce, but many families are waiting to receive this support.
  - 288 elderly and disabled individuals are waitlisted for home care Medicaid waivers in Utah.
- 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 Utah home care workers living in poverty.

### Worker Demographics

The Utah home care workforce is disproportionately composed of women of color and immigrant women. Their median age is 40.

- **84%** Women
- **12%** People of Color
- **8%** Foreign-Born

### Economic Impacts and Racial & Ethnic Disparities

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

- Professional home care workers help family members—especially women—to remain in the workforce, but many families are waiting to receive this support.
  - 288 elderly and disabled individuals are waitlisted for home care Medicaid waivers in Utah.
- 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 Utah home care workers living in poverty.

#### 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
Authors
Lina Stepick and Brooke Ada Tran

Acknowledgment
Thanks to Bina Patel Shrimali for editorial guidance and Victoria Felix for graphic design.

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 Utah working age population is 6% women of color, and 12% foreign-born.

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