

HCBS Workforce

- HCBS workers include
 - Direct care workers who assist with activities of daily living
 - Direct support professionals who assist individuals with intellectual disabilities or developmental disabilities (ID/DD)
 - Independent providers employed through self direction
- In 2022, there were approximately 3.5 million HCBS workers
 - 2.8 million home care workers (including 1.2 million employed through self direction)
 - 0.7 million residential care aides who support individuals in group homes, assisted living, and other residential care settings
- Demand for HCBS is outpacing the growth in the HCBS workforce
 - The COVID-19 pandemic has exacerbated HCBS workforce challenges
 - Nearly all states report shortages in one or more HCBS settings



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Medicaid Payment Policies to Support the Home- and Community-Based Services (HCBS) Workforce

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