

We ask that you at the very least postpone action on HF613 because of the potential unintended consequences on those who provide direct care and receive SNAP benefits and other supports.

- ✓ Direct care workers (DCWs) are Certified Nurse Aides (CNAs), Home Care Aides (HCAs), Personal Care Assistants (PCAs), direct support professionals (DSPs), Hospice Aides (CHAs), etc.
- ✓ DCWs provide essential care and support to Iowans of all ages and abilities.
- ✓ DCWs work in the homes of individuals served, assisted living, residential care facilities, nursing homes, hospitals, group homes, hospices, and other settings.
- ✓ As of Feb 2023, IWD reported 1,645 job vacancies for DCWs in Iowa, second only to licensed nurses. [Direct Care Worker Wage Issue Brief](#)
- ✓ In 2019 we partnered with IWD on a statewide Direct Care Worker Wage and Benefit survey. A departure from their usual surveys as it surveyed workers rather than employers. [2019 DCW Wage and Benefit Survey Exec Summ](#)
  - Findings relevant to HF613:
    - 17% were receiving SNAP benefits.
    - 28% were working two jobs.
    - 23% received health care coverage through Medicaid.
    - 54% had children on HAWK-I.
    - 2019 Median hourly wage for Home Health Aides (\$15.63); Certified Nurse Aides (\$13.80); and Personal Care Aides (\$13.34).
    - IWD 2021 LMI reported a median hourly wage for (Certified Nurse Aides (\$14.42) and Home Health Aides/Personal Care Aides (\$13.89). (This is employer reported data).
- ✓ You can see their wages haven't budged much since 2019 which is difficult to understand given the high demand.
- ✓ Factor in an 8.7% Cost of Living Adjustment (COLA) for 2023, we can't imagine that even more have not had to rely on SNAP and other assistance that enable them to work.
- ✓ Further analysis needs to be done by IWD on the most recent LMI data to ensure advancing HF613 doesn't make what is already a dire workforce situation even worse.
- ✓ And let's not forget...DCWs were among our Heroes during the pandemic...witnessing what most of us can't imagine. This is a workforce that is in crisis. They have not recovered, and we need to do all we can to lift these always essential workers up.

Thank you for your consideration.

*The go-to place for those in direct care*