

Home Health Aides



Occupational Profile

IS THIS FOR YOU?

Work Interests are described in the following categories (compatible with Holland's Model) by people who tend to succeed in this career:

- **Social** – You are a "helper". You like being around people and helping them with problems. Socializing is fun for you.
- **Realistic** – You are a "doer". You like physical activities and projects. You like to find the answers to problems by doing hands-on work instead of talking about solutions.

Work Values are aspects of work that are satisfying to you. The following work values are generally associated with this career.

- **Relationships** – It's very important to you that you have friendly co-workers. You would like to be of service to others without compromising your sense of right and wrong.
- **Working Conditions** – It's very important to you that your work satisfies your needs in areas like salary, job security and your working style preferences, such as working alone, staying busy all the time or having variety in your work tasks.

Aptitudes reflect a person's ability to acquire skills and knowledge. The following aptitudes are important for success in the career:

- **Verbal Aptitude**
- **Eye-hand Coordination**
- **Manual Dexterity**

Source: <https://secure.ihaveaplaniowa.gov/>

WHAT THEY DO

Provides routine, personal healthcare, such as bathing, dressing or grooming, to elderly, convalescent or disabled persons in the home of patients or in a residential care facility. Belongs to the Health Science cluster and Therapeutic Services pathway.

SKILLS YOU NEED

Basic Skills:

- Reading Comprehension
- Active Listening
- Writing
- Speaking
- Learning Strategies
- Monitoring

Transferable Skills (applicable in other careers):

Medium level

- Cleaning objects and buildings
- Providing health care support services
- Providing personal care services
- Treating physical or mental problems

Workplace Skills:

Medium level

- Coordination
- Instructing
- Service Orientation
- Social Perceptiveness

Additional skills for this occupation may be found at <http://www.iowaworkforce.org/pubs/careers/cps>.

ESTIMATED & PROJECTED EMPLOYMENT

Occupational Title	2010 Estimated Employment	2020 Projected Employment	2010-20 Employment Change	Annual Growth Rate (%)	Total Annual Openings
Total All Occupations	1,717,020	1,948,700	231,680	1.3	64,525
Healthcare Support Occupations	47,955	60,000	12,045	2.5	1,875
Home Health Aides	10,650	16,175	5,525	5.2	690

Source: <http://iwin.iwd.state.ia.us/pubs/statewide/stateoccproj.pdf>

2012 WAGE & SALARY (\$)

Occupational Title	Average Wage	Average Salary	Entry Wage	Entry Salary	Experienced Wage	Experienced Salary
Total All Occupations	18.90	39,295	9.30	19,341	23.69	49,272
Healthcare Support Occupations	12.83	26,704	9.82	20,430	14.35	29,840
Home Health Aides	11.23	23,359	8.75	18,199	12.47	25,939

Source: <http://iwin.iwd.state.ia.us/pubs/statewide/stateoccproj.pdf>

EDUCATION & TRAINING

Education	Work Experience	Job Training
< High School Diploma	None	Short-Term On-The-Job

Home health aides must receive formal training and pass a competency test to work for certified home health or hospice agencies that receive reimbursement from Medicare or Medicaid.

Source: <http://iwin.iwd.state.ia.us/pubs/statewide/stateoccproj.pdf> and <https://secure.ihaveaplaniowa.gov/>

NATIONAL CAREER READINESS CERTIFICATE (NCRC)

Skill	Median Skill Level
Applied Mathematics	4
Locating Information	4
Reading for Information	4

This ACT-developed credential demonstrates achievement and a certain level of workplace employability skills. The greater the score, the greater the skill level (Bronze = 3, Silver = 4, Gold = 5, Platinum = 6).

Source: <http://www.act.org/workkeys/analysis/occup.html>

PRIMARY INDUSTRY SECTORS

(Where are Home Health Aides Employed?)

Professional, Scientific, and Technical Services
Nursing and Residential Care Facilities
Ambulatory Health Care Services
Hospitals
Social Assistance
Local Government
Self Employed

Source: <http://iwin.iwd.state.ia.us/pubs/statewide/stateoccproj.pdf>

ADDITIONAL SOURCES:

This publication was produced by the Labor Market and Workforce Information Division of Iowa Workforce Development. Revisions and/or corrections made when necessary. Inquiries may be directed to Brent Paulson at 515.281.3439 or Brent.Paulson@iwd.iowa.gov. Visit <http://iwin.iowaworkforce.org/> to obtain the latest workforce data and trends including this document under the **Publications** tab. Published 10/2013.