

ECONOMIC DIGEST

Vol. 19 No. 10 A joint publication of the Connecticut Department of Labor & the Connecticut Department of Economic and Community Development

OCTOBER 2014

IN THIS ISSUE...

A Closer Look at Home Care Occupations..... 1-5

Economic Indicators

- on the Overall Economy 5
- Individual Data Items 6-8
- Comparative Regional Data 9
- Economic Indicator Trends 10-11
- Help Wanted OnLine 15
- Business and Employment Changes Announced in the News Media 19
- Labor Market Areas:
 - Nonfarm Employment 12-17
 - Sea. Adj. Nonfarm Employment 14
 - Labor Force 18
 - Hours and Earnings 19
- Cities and Towns:
 - Labor Force 20-21
 - Housing Permits 22
- Technical Notes 23
- At a Glance 24

In August...

Nonfarm Employment

Connecticut..... 1,665,300
 Change over month -0.22%
 Change over year +0.3%

United States 139,118,000
 Change over month +0.10%
 Change over year +1.8%

Unemployment Rate

Connecticut..... 6.6%
 United States 6.1%

Consumer Price Index

United States 237.852
 Change over year +1.7%

A Closer Look at Home Care Occupations

By Sarah Pilipaitis, CT DOL Economist

Every two years, the Connecticut Department of Labor produces long-term occupational projections. The 2012-2022 projections show that two of the fastest growing occupations in terms of percent and net change come from the Home Health Care industry. The fastest growing occupation in Connecticut in the ten-year timeframe by net change is projected to be Personal Care Aides with a growth of 38.1 percent and 8,846 jobs. Nearby on the list of fastest growing occupations in Connecticut is Home Health Aides with a projected growth rate of 38.1% and 3,195 jobs from 2012 to 2022.¹ The rise in these two occupations warrants a closer look at what each of them entails.

The care of the elderly, convalescents, or persons with disabilities has been trending to more services being performed at the patient's home. The reasons for

this are often financial as well as patient-preference. The past decade has seen a decrease in both the employment and number of establishments of nursing care facilities in Connecticut. As of 2012, there were 234 privately-owned nursing care facilities in the state with 37,301 employees.²

The need for receiving home health care varies on an individual basis. Not every elderly or disabled person will require personalized attention. Likewise, consumers of home care can come from any age group and from those in convalescence. However, the demand for home care comes primarily from the older and disabled population. A look at the 2010 Census data reveals the make-up of these groups in Connecticut. Of Connecticut's 3,574,097 residents, there are 506,559 (14%) that are above the age of 64. Similarly, of the 2,843,949 people who are 5 years and older,

Top 10 Fastest Growing Occupations in Connecticut, by net change

	Employment 2012	Projections 2022	Net Change	Percent Change	Average Annual Wage
Personal Care Aides	23,244	32,090	8,846	38.1%	\$24,476
Registered Nurses	35,985	41,234	5,249	14.6%	\$75,929
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	34,526	38,644	4,118	11.9%	\$39,450
Combined Food Preparation and Serving Workers, Including Fast Food	26,728	30,736	4,008	15.0%	\$19,629
Retail Salespersons	53,799	57,267	3,468	6.4%	\$22,425
General and Operations Managers	31,160	34,422	3,262	10.5%	\$121,137
Home Health Aides	8,251	11,446	3,195	38.7%	\$28,023
Childcare Workers	18,300	21,167	2,867	15.7%	\$21,947
Maids and Housekeeping Cleaners	17,804	20,555	2,751	15.4%	\$22,652
First-Line Supervisors of Office and Administrative Support Workers	26,358	28,895	2,537	9.6%	\$57,221

The Connecticut Economic Digest is published monthly by the Connecticut Department of Labor, Office of Research, and the Connecticut Department of Economic and Community Development. Its purpose is to regularly provide users with a comprehensive source for the most current, up-to-date data available on the workforce and economy of the state, within perspectives of the region and nation.

The annual subscription is \$50. Send subscription requests to: *The Connecticut Economic Digest*, Connecticut Department of Labor, Office of Research, 200 Folly Brook Boulevard, Wethersfield, CT 06109-1114. Make checks payable to the Connecticut Department of Labor. Back issues are \$4 per copy. The Digest can be accessed free of charge from the DOL Web site. Articles from *The Connecticut Economic Digest* may be reprinted if the source is credited. Please send copies of the reprinted material to the Managing Editor. The views expressed by the authors are theirs alone and may not reflect those of the DOL or DECD.

Managing Editor: Jungmin Charles Joo

Associate Editor: Sarah C. Pilipaitis

We would like to acknowledge the contributions of many DOL Research and DECD staff and Rob Damroth to the publication of the Digest.

Connecticut Department of Labor

Sharon Palmer, Commissioner
Dennis Murphy, Deputy Commissioner

Andrew Condon, Ph.D., Director
Office of Research
200 Folly Brook Boulevard
Wethersfield, CT 06109-1114
Phone: (860) 263-6275
Fax: (860) 263-6263
E-Mail: dol.econdigest@ct.gov
Website: <http://www.ctdol.state.ct.us/lmi>



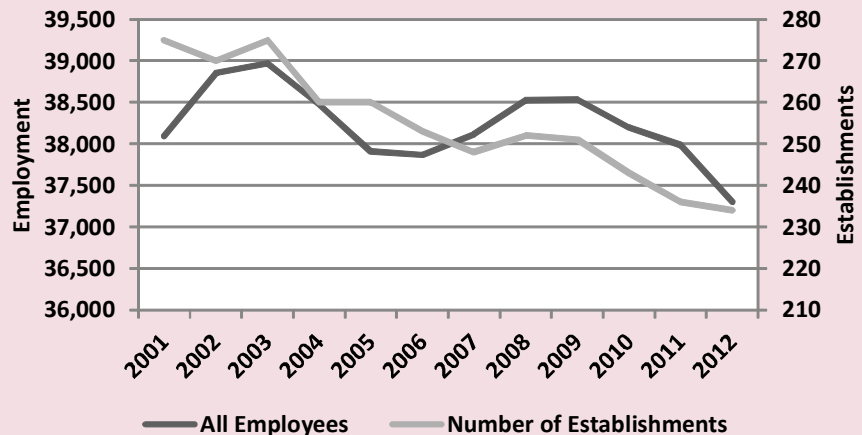
Connecticut Department of Economic and Community Development

Catherine Smith, Commissioner
Ronald Angelo, Deputy Commissioner
Christopher Bergstrom, Deputy Commissioner

505 Hudson Street
Hartford, CT 06106-2502
Phone: (860) 270-8000
Fax: (860) 270-8200
E-Mail: decd@ct.gov
Website: <http://www.decd.org>



Nursing Care Facilities in Connecticut



383,882 (13%) have a disability.³

As the demand for home care rises, it becomes increasingly important to better understand the industry. There are numerous job titles that home care is reported under. In terms of occupational classifications, the key way to distinguish among them is whether or not the in-home care provided is health-related versus assisting with daily living activities. The two main occupational titles given are Personal Care Aide and Home Health Aide.⁴

Personal Care Aide

The Occupational Information Network (O*NET) gives the following description of a Personal Care Aide: *Assist the elderly, convalescents, or persons with disabilities with daily living activities at the person's home or in a care facility. Duties performed at a place of residence may include keeping house (making beds, doing laundry, washing dishes) and preparing meals. May provide assistance at non-residential care facilities. May advise families, the elderly, convalescents, and persons with disabilities regarding such things as nutrition, cleanliness, and household activities.*

Employment

The primary sector that employs this occupation in Connecticut is Education and Health Services, comprising 96.8% of personal care aides.⁵ Within this sector is an

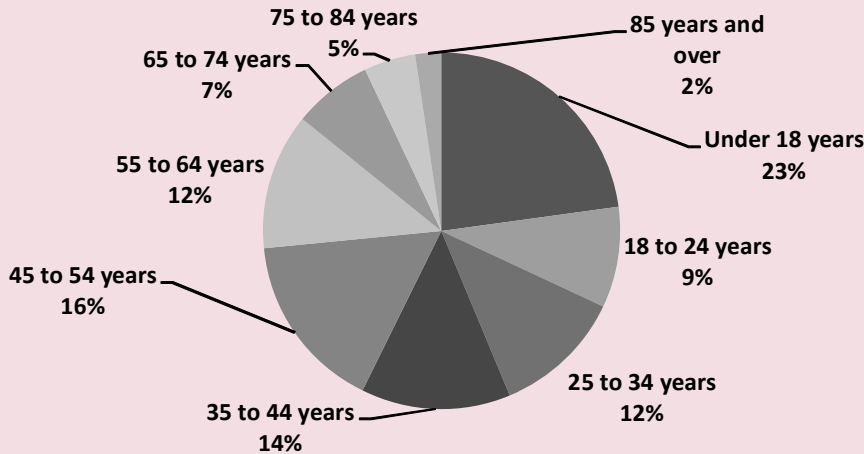
industry titled Services for the Elderly and Persons with Disabilities (NAICS code 624120). This industry comprises establishments primarily engaged in providing nonresidential social assistance services to improve the quality of life for the elderly, persons diagnosed with mental retardation, or persons with disabilities. These establishments provide for the welfare of these of individuals in such areas as day care, nonmedical home care or homemaker services, social activities, group support, and companionship.⁶

Over the past decade, Connecticut employment for this industry has more than tripled. In the first quarter of 2003, the average monthly employment was 4,432. Ten years later it grew to 13,665 workers. The number of establishments in this industry has also experienced a sharp rise. There were 165 businesses reported in this industry in the first quarter of 2003. By 2013, the figure jumped to 359 businesses in Connecticut.⁷

What You Need to Know If You Want to Be a Personal Care Aide

The faster than average projected growth rate of this occupation is great news for jobseekers interested in this line of work. Important skills to hold for this job are: active listening, service orientation, critical thinking, social perceptiveness, monitoring, speaking, coordination, writing, active learning, and instructing. The educational

Age of Connecticut's Population



requirements are typically a high school diploma. Depending on the employer, some previous experience may be necessary. Reliable transportation is also highly important in this field.⁸

Wages

As of the first quarter of 2013, the average wage of a personal care aide in Connecticut falls well below the statewide mean wage for all occupations of \$26.16 per hour. The statewide average hourly rate for personal care workers is \$12.05, making the average annual salary \$25,069. The labor market area with the highest average wage is Torrington at \$13.91 and the Danbury labor market area has the lowest earnings at \$10.92 per hour.⁹

Regulation

In Connecticut, the Department of Consumer Protection oversees homemaker-companion agencies. There are currently 449 actively registered homemaker-companion agencies registered with the Department-- a requirement to do business in the state. All agencies are mandated to conduct a comprehensive background check of all of its employees before they are hired and have them sign a criminal history form.

Homemaker-companion agencies must have a written contract or service plan signed by both the agency and client. The contract or plan shall:

1. provide a list of the anticipated services to be provided by the agency to the client, the term and cost of said services, a clear definition of the employee, provider and client employment relationship, safeguards for securing personal client information, a list of provider job categories such as "live-in" or "daily call," and job duties;
2. contain the homemaker-companion agency policy for the acceptance of gratuities and gifts by the homemaker-companion agency's employees and independent contractors on behalf of the client; and
3. contain a process for the client to file a complaint with the homemaker-companion agency. A process shall be made available for individuals other than a client to file a complaint.¹⁰

Clients must be given a contact phone number and address for the

agency and an authorized representative to discuss their care. Also, each client must have a file where the caretaker keeps extensive details on the care provided.

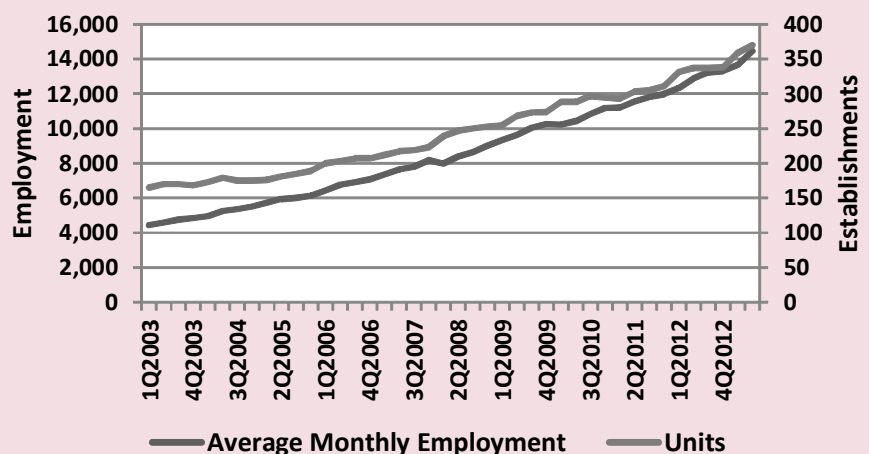
Nationally, the United States Department of Labor's Wage and Hour Division has adopted regulations for domestic service in private homes under the Fair Labor Standards Act of 1935. Home health aides and personal care assistants, also known as direct care workers, must be paid the minimum wage and overtime (over 40 hours per week) with certain exceptions. When the work is performed in Connecticut, the Connecticut minimum wage would apply. In 2014, the minimum wage in Connecticut is \$8.70, increasing to \$9.15 in January 2015, \$9.60 in January 2016 and \$10.10 in January 2017. Exceptions are those direct care workers defined as providing companionship services under the FLSA (which Connecticut has used since 1977 for domestic service) or live-in domestics who would be exempt from overtime but not minimum wage.

On January 1, 2015, third party employers of companions must pay the minimum wage and overtime.¹¹

Home Health Aide

The Occupational Information Network (O*NET) gives the following description of a Home Health Aide: *Provide routine individualized healthcare such as changing bandages and dressing wounds, and applying topical medications to the elderly, convalescents, or persons with disabilities at the patient's home or in*

Connecticut's Non-Medical Home Care Industry



Personal Care Aide				
Labor Market Area	Average Annual	Average Hourly	Entry Level (hourly)	Mid-Range (hourly)
Statewide	\$25,069	\$12.05	\$9.64	\$9.94 - \$13.63
Bridgeport-Stamford	\$26,355	\$12.67	\$10.12	\$10.43 - \$13.85
Danbury	\$22,711	\$10.92	\$9.08	\$9.37 - \$12.21
Hartford	\$23,794	\$11.44	\$8.93	\$9.32 - \$12.86
New Haven	\$24,685	\$11.87	\$10.00	\$10.21 - \$13.42
New London-Norwich	\$27,721	\$13.33	\$10.32	\$11.14 - \$15.45
Waterbury	\$24,240	\$11.65	\$8.85	\$9.20 - \$13.45
Torrington	\$28,926	\$13.91	\$12.76	\$12.64 - \$14.86
Danielson	\$23,440	\$11.26	\$9.70	\$9.88 - \$11.78

a care facility. Monitor or report changes in health status. May also provide personal care such as bathing, dressing, and grooming of patient.

Employment

The primary sector that employs this occupation in Connecticut is Education and Health Services, comprising 98.8% of home health aides.¹² Within this sector is an industry titled Home Health Care Services (NAICS code 621610). This industry comprises establishments primarily engaged in providing skilled nursing services in the home, along with a range of the following: personal care services; homemaker and companion services; physical therapy; medical social services; medications; medical equipment and supplies; counseling; 24-hour home care; occupation and vocational therapy; dietary and nutritional services; speech therapy; audiology; and high-tech care, such as intravenous therapy.¹³

Over the past decade, Connecticut employment for this industry has also been on the rise, although at a slower pace than Services for the Elderly and Persons with Disabilities. In 2003 quarter 1, the average monthly employment was 12,378. By 2013 quarter 1, the figure has increased to 13,985 workers, a 13% rise. The number of business units in this industry has experienced a gradual rise. There were 177 businesses reported in this industry in 2003 quarter 1. As of 2013 quarter 1, there are now 218 business units in Connecticut reported under this industry.¹⁴

What You Need to Know If You Want to Be a Home Health Aide

The projected growth rate of 38.7% for this occupation is encouraging for jobseekers interested

in this line of work. Important skills to hold for this job are: service orientation, active listening, social perceptiveness, critical thinking, speaking, monitoring, complex problem solving, coordination, and judgment and decision making. The educational requirements are typically a high school diploma.¹⁵ The State of Connecticut requires all home health aides to complete a nurse aide training program of no less than seventy-five hours and a competency evaluation program. There are currently 118 approved programs offered throughout the state. The following is what the training program covers in both lecture and clinical settings:

1. Communication skills;
2. Observation, reporting and documentation of patients status and the care or services furnished;
3. Reading and recording temperature, pulse and respiration;
4. Basic infection control procedures;
5. Basic elements of body function and changes in body function that must be reported to an aide's supervisor;
6. Maintenance of a clean, safe and healthy environment;

7. Recognizing emergencies and knowledge of emergency procedures;

8. The physical, emotional, and developmental needs of and ways to work with the populations served by the home health care agency, including the need for respect for the patient, his or her privacy and his or her property;

9. Appropriate and safe techniques in personal hygiene and grooming that include: bath (bed, sponge, tub or shower), shampoo (sink, tub or bed), nail and skin care, oral hygiene, toileting and elimination;

10. Safe transfer techniques and ambulation;

11. Normal range of motion and positioning;

12. Adequate nutrition and fluid intake; and

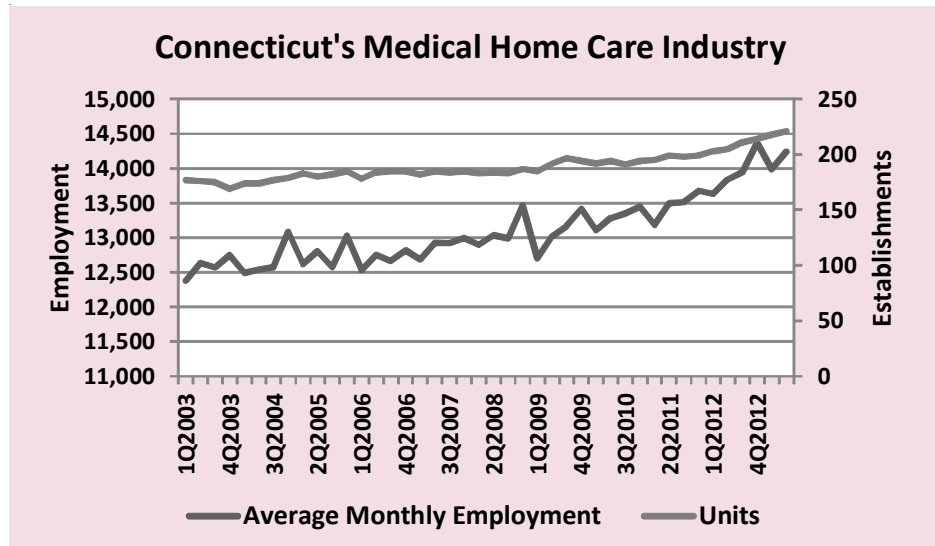
13. Any other task that the home health care agency may choose to have the homemaker-home health aide perform.

Once the training program is complete, the trainee must complete the competency evaluation. Under the supervision of a registered nurse (whom must possess a minimum of two years nursing experience, with at least one in home health care), the above skills are tested through performance of the tasks and by written or oral examination.¹⁶

Depending on the employer, some previous experience may be necessary. Reliable transportation is also highly important in this field.

Wages

Though slightly higher than a personal care aide, the average wage



of a home health aide in Connecticut is still well below the statewide mean wage for all occupations of \$26.16 per hour. The average hourly rate statewide for home health aides is \$14.09, making the average annual salary \$29,300. The labor market area with the highest average wage is Danielson at \$16.90 and the New Haven labor market area has the lowest earnings at \$12.89 per hour.¹⁷

Regulation

In Connecticut, the Department of Public Health oversees home health care agencies. There are currently 104 licensed home health care agencies registered with the Department- a requirement in order to do business in the state. The Public Health Code of the State of Connecticut details extensive regulations that all of the agencies must abide by. They cover everything from services performed to personnel specifications. As far as the employees are concerned, the

agencies are required to keep records that at a minimum include:

1. Educational preparation and work experience;
2. Current licensure, registration or certification;
3. Written performance evaluations;
4. Signed contract or letter of appointment specifying conditions of employment; and
5. Record of health examinations.¹⁸

At the national and state level, home health aides are covered under the same regulations as personal care aides.

Conclusion

The home care industry is on the rise in Connecticut. The Personal Care Aide and Home Health Aide occupations lead the long-term projections in both net change and percent change. The increasing demand for home services will create many job openings over the next ten

years. The challenge ahead will be to maintain a supply of workers for this field that pays lower than average and is highly regulated. ■

¹ Connecticut Department of Labor, Occupational Projections

² Connecticut Department of Labor, Quarterly Census of Employment and Wages (QCEW)

³ United States Census Bureau, 2010 Census

⁴ National Center for O*NET Development

⁵ Connecticut Department of Labor, Occupational Employment and Wages

⁶ United States Census Bureau

⁷ Connecticut Department of Labor, QCEW

⁸ National Center for O*NET Development

⁹ Connecticut Department of Labor, Occupational Employment and Wages

¹⁰ State of Connecticut Department of Consumer Protection

¹¹ United States and Connecticut Department of Labor, Wage and Hour Division

¹² Connecticut Department of Labor, Occupational Employment and Wages

¹³ United States Census Bureau

¹⁴ Connecticut Department of Labor, QCEW

¹⁵ National Center for O*NET Development

¹⁶ State of Connecticut Department of Public Health

¹⁷ Connecticut Department of Labor, Occupational Employment and Wages

¹⁸ State of Connecticut Department of Public Health

Home Health Aide				
Labor Market Area	Average Annual	Average Hourly	Entry Level (hourly)	Mid-Range (hourly)
Statewide	\$29,300	\$14.09	\$10.29	\$11.25 - \$16.23
Bridgeport-Stamford	\$29,644	\$14.25	\$10.01	\$10.58 - \$16.75
Danbury	\$27,428	\$13.19	\$10.17	\$11.50 - \$15.06
Hartford	\$30,110	\$14.47	\$10.81	\$12.03 - \$17.02
New Haven	\$26,820	\$12.89	\$10.59	\$11.17 - \$14.27
New London-Norwich	\$26,861	\$12.91	\$8.89	\$9.30 - \$14.48
Waterbury	\$32,579	\$15.67	\$11.50	\$12.10 - \$16.86
Torrington	\$32,488	\$15.62	\$12.87	\$12.94 - \$18.29
Danielson	\$35,160	\$16.90	\$13.29	\$14.68 - \$19.54

GENERAL ECONOMIC INDICATORS

	2Q	2Q	CHANGE		1Q
	2014	2013	NO.	%	2014
<i>(Seasonally adjusted)</i>					
General Drift Indicator (1986=100)*					
Leading	109.7	106.9	2.8	2.6	111.5
Coincident	109.7	109.3	0.4	0.4	109.6
Farmington Bank Business Barometer (1992=100)**	127.6	127.0	0.6	0.5	127.5
Philadelphia Fed's Coincident Index (July 1992=100)***	AUG	AUG			JUL
<i>(Seasonally adjusted)</i>	2014	2013			2014
Connecticut	156.84	152.42	4.42	2.9	156.59
United States	157.71	153.10	4.61	3.0	157.36

Sources: *The Connecticut Economy, University of Connecticut **Farmington Bank ***Federal Reserve Bank of Philadelphia

The Connecticut Economy's **General Drift Indicators** are composite measures of the four-quarter change in three coincident (Connecticut Manufacturing Production Index, nonfarm employment, and real personal income) and four leading (housing permits, manufacturing average weekly hours, Hartford help-wanted advertising, and initial unemployment claims) economic variables, and are indexed so 1986 = 100.

The **Farmington Bank Business Barometer** is a measure of overall economic growth in the state of Connecticut that is derived from non-manufacturing employment, real disposable personal income, and manufacturing production.

The **Philadelphia Fed's Coincident Index** summarizes current economic condition by using four coincident variables: nonfarm payroll employment, average hours worked in manufacturing, the unemployment rate, and wage and salary disbursements deflated by the consumer price index (U.S. city average).