

Retention: Importance of Wages and Benefits

What we learned...	What it means to you...
<p>In one community, when the wages of family and friends paid as caregivers went from \$5 to \$10 per hour and individual health insurance was offered to virtually all workers, turnover rates fell from 61 percent to 26 percent.</p> <p>When health insurance was available to part-time paid family and friend caregivers working a minimum of 35 hours per month, 43 percent named health insurance as one of top three reasons for taking the job. (Conn)</p>	<p>Increase wages and provide affordable health insurance coverage to all workers. Wages alone will not do the trick.</p> <p>Health insurance is extremely important to workers, so it should be included in compensation packages for all workers, including part-timers.</p>
<p>Family and friends receiving competitive wages and health insurance benefits for caregiving said they will stay longer in their jobs and are more likely to see direct care work as a viable career. (Conn)</p>	<p>Competitive wages and benefits are critical to retention of direct care workers.</p>
<p>Nursing assistants were significantly more likely to say they intend to stay in their jobs when they saw the pay, benefits and advancement opportunities as good. (Brandeis)</p>	
<p>Higher levels of job satisfaction were associated with direct care workers feeling they receive fair compensation and benefits. (Benjamin Rose)</p>	
<p>Paid family and friend caregivers who left for other positions (“leavers”) were more likely to see salary, benefits, independence or new challenges as primary reasons for taking a new job. Leavers earned “quite a bit more” than they did as caregivers. (UCLA)</p>	