

DC BOARD OF NURSING HOME HEALTH AIDE (HHA)

The District of Columbia's Board of Nursing (DC BON), supported by DC Health's Health Systems and Preparedness Administration (HSPA), licenses all Home Health Aides (HHAs). To collect standard information across all licensing boards (e.g., demographics, workforce capacity, access to care, special topics), HSPA and the Community Health Administration (CHA) partnered to enhance the existing workforce licensure survey, which is now administered to all renewal applicants during the Board's biennial licensure renewal process.

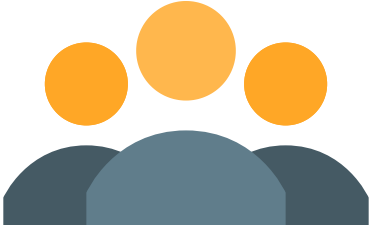

The DC Primary Care Office (PCO) developed this fact sheet based on its analysis of 2023 DC BON Licensure Survey data. Within, information regarding total licensed providers reflects all board-licensed providers with an active license status as of August 15, 2024. Information regarding licensees providing clinical care in DC reflects a subset of Board-licensed providers who 1. applied for license renewal during the 2023 cycle (i.e., were administered the survey); 2. reported a practice location in DC; and 3. reported providing clinical medical care to patients.

Key Findings

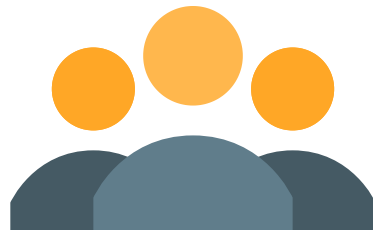
- In DC there are 7,575 licensed home health aides. Approximately, two out of every three licensed providers are providing clinical care in DC, making up 65 percent of the licensed providers.
- The majority of licensed home health aides practicing in DC are Black or African American, 95 percent.
- Approximately, eight of ten home health aides providing care in DC are female, representing 83.9 percent.
- Nine out of ten HHAs providing care in DC reported that they have no symptoms of burnout. An additional, 6 percent also reported that even though they have some stress that they are not burned out. Collectively, 97.7 percent of the licensed HHAs providing care in DC are not feeling burned out.

DC LICENSED HOME HEALTH AIDES

TABLE OF CONTENTS

Providers	Key Definitions	Pages
	<p>Total Licensed</p> <p>Total number of board-licensed providers with an active license status as of August 15, 2024.</p>	<p>3-4</p>
<hr style="border-top: 1px dashed #0056b3;"/>		
	<p>Providing Clinical Care in DC</p> <p>Subset of board-licensed providers who</p> <ol style="list-style-type: none"> 1. applied for license renewal during the 2023 cycle; 2. reported a practice location in DC; and 3. reported providing clinical medical care to patients. 	<p>5-11</p>

DC LICENSED HOME HEALTH AIDES



7,575

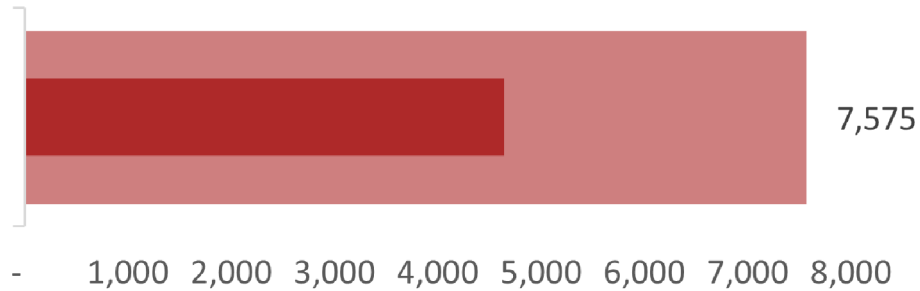
Total Licensed Home Health Aides



4,647

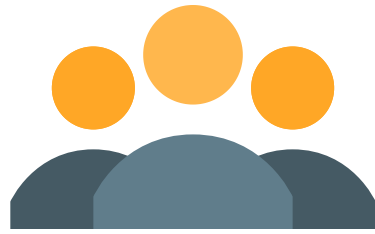
Licensed Home Health Aides Providing Clinical Care in DC

Home Health Aides



Home Health Aides	
■ Providing Clinical Care in DC	4,647
■ Total Licensed	7,575

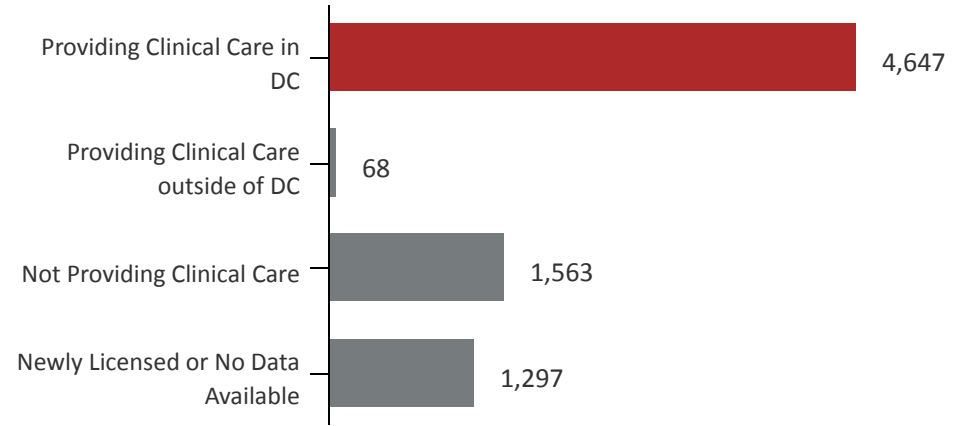
DC LICENSED HOME HEALTH AIDES



7,575

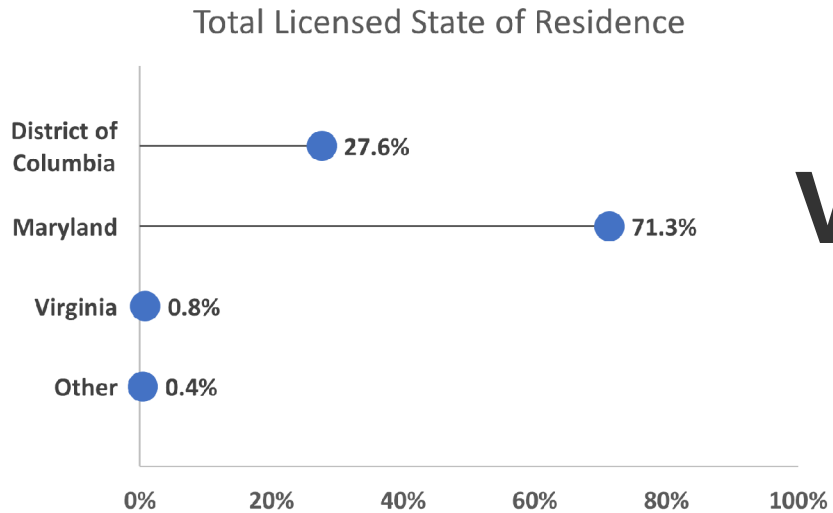
Total Licensed Home Health Aides

Total Licensed Home Health Aides by Clinical Care Status and Location

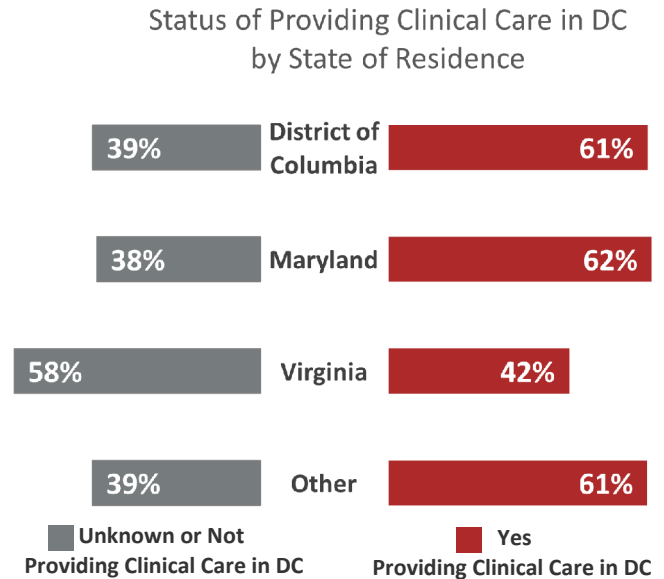


DC Licensed Home Health Aides

State of Residence Compared to Status of Providing Clinical Care in DC



VS



LICENSED HOME HEALTH AIDES PRACTICING IN DC

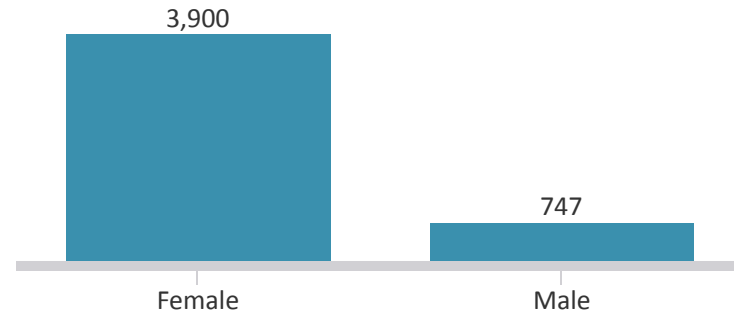
2024 FACT SHEET



4,647

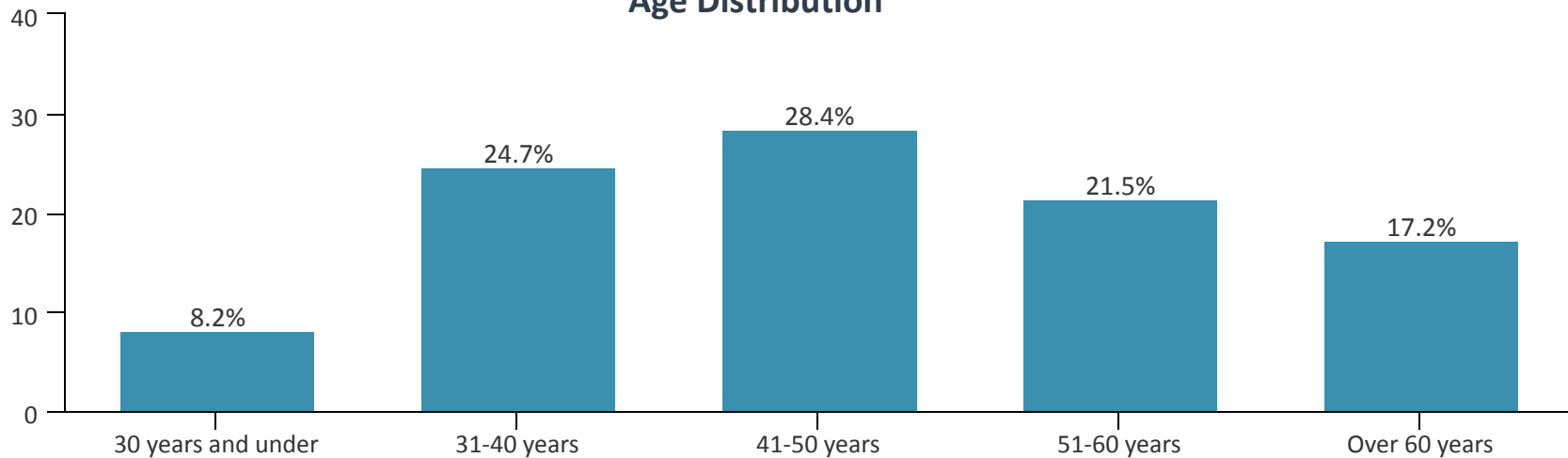
Licensed Home Health Aides
Providing Clinical Care in DC

Gender



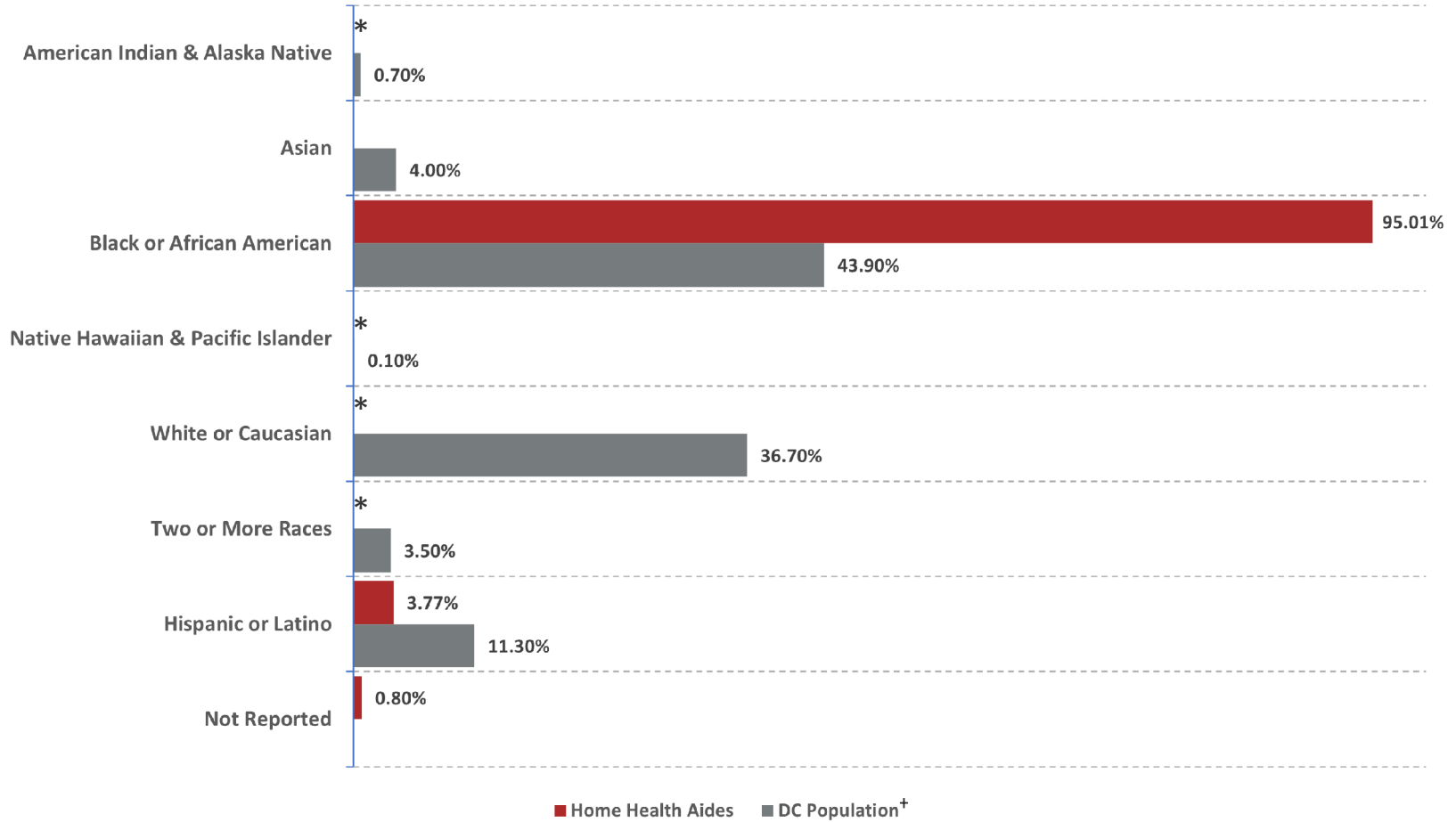
83.9% of HHAs providing care in District of Columbia are female.

Age Distribution



LICENSED HOME HEALTH AIDES PRACTICING IN DC

Race/Ethnicity - Licensed Home Health Aides Practicing in DC vs DC Population



+Source: 2022 American Community Survey (ACS) Census data DC Population

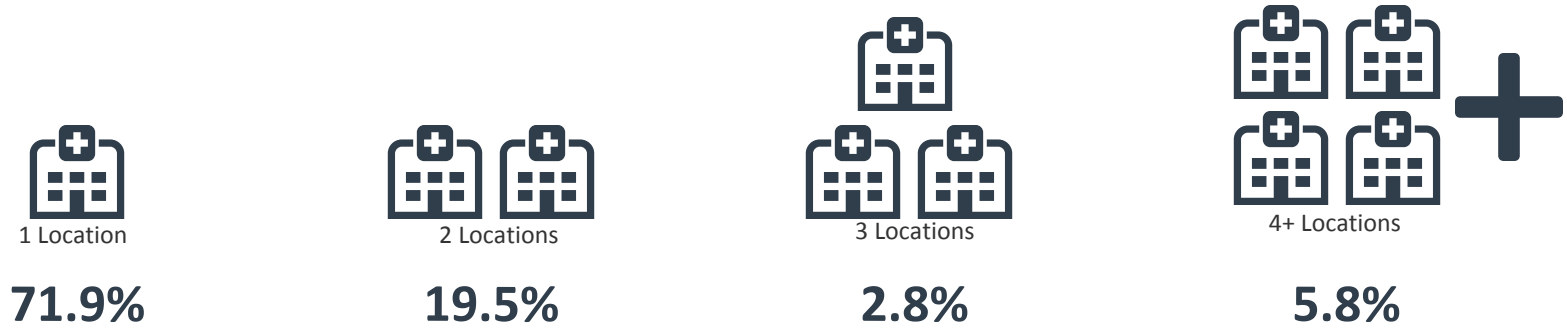


95%

of licensed home health aides practicing in the District of Columbia are Black or African American.

LICENSED HOME HEALTH AIDES PRACTICING IN DC UPDATE

Percentage of Licensed Home Health Aides Practicing in DC at Multiple Practice Locations

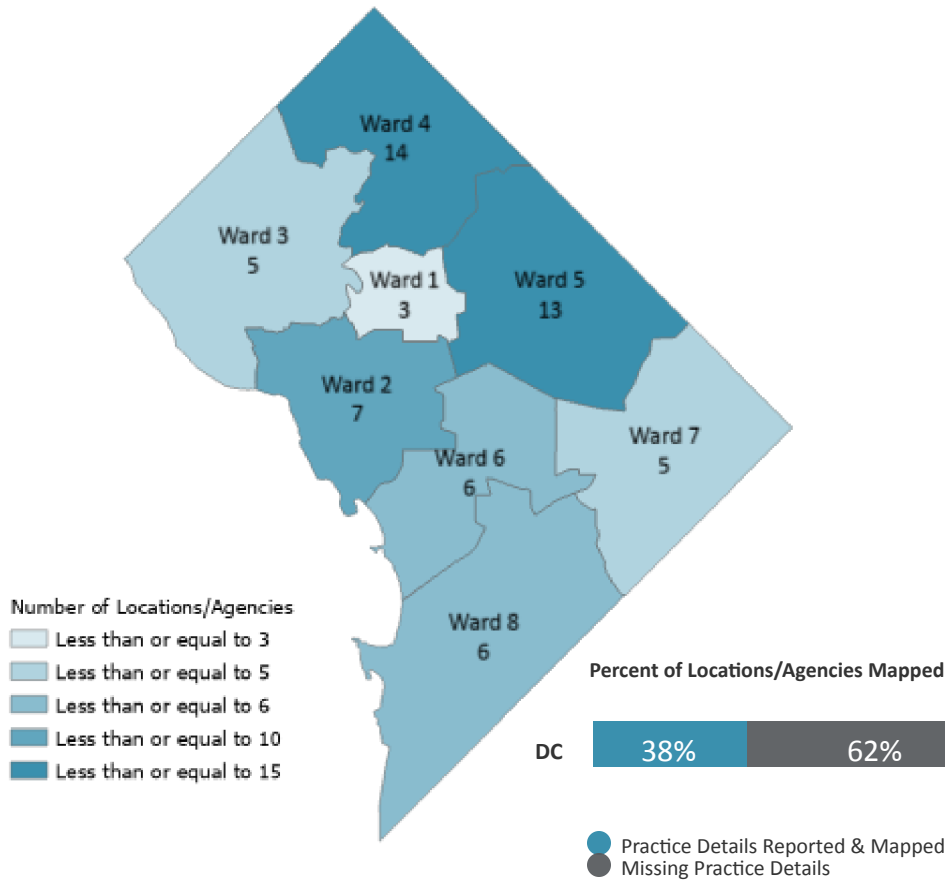


Approximately seven in ten home health aides reported working at one practice location in DC

LICENSED HOME HEALTH AIDES PRACTICING IN DC

Overview of Clinical Care Practice Locations

Number of Clinical Care Locations/Agencies by Ward



Data Limitations

- Practices are mapped with 80% fidelity.
- Practices could not be mapped, if missing address details.

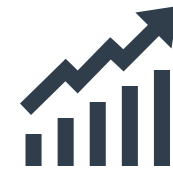
Clinical Care Findings



Locations/Agencies

45%

of practice locations/agencies providing clinical care, that were reported and mapped, are located in Wards 4 & 5.



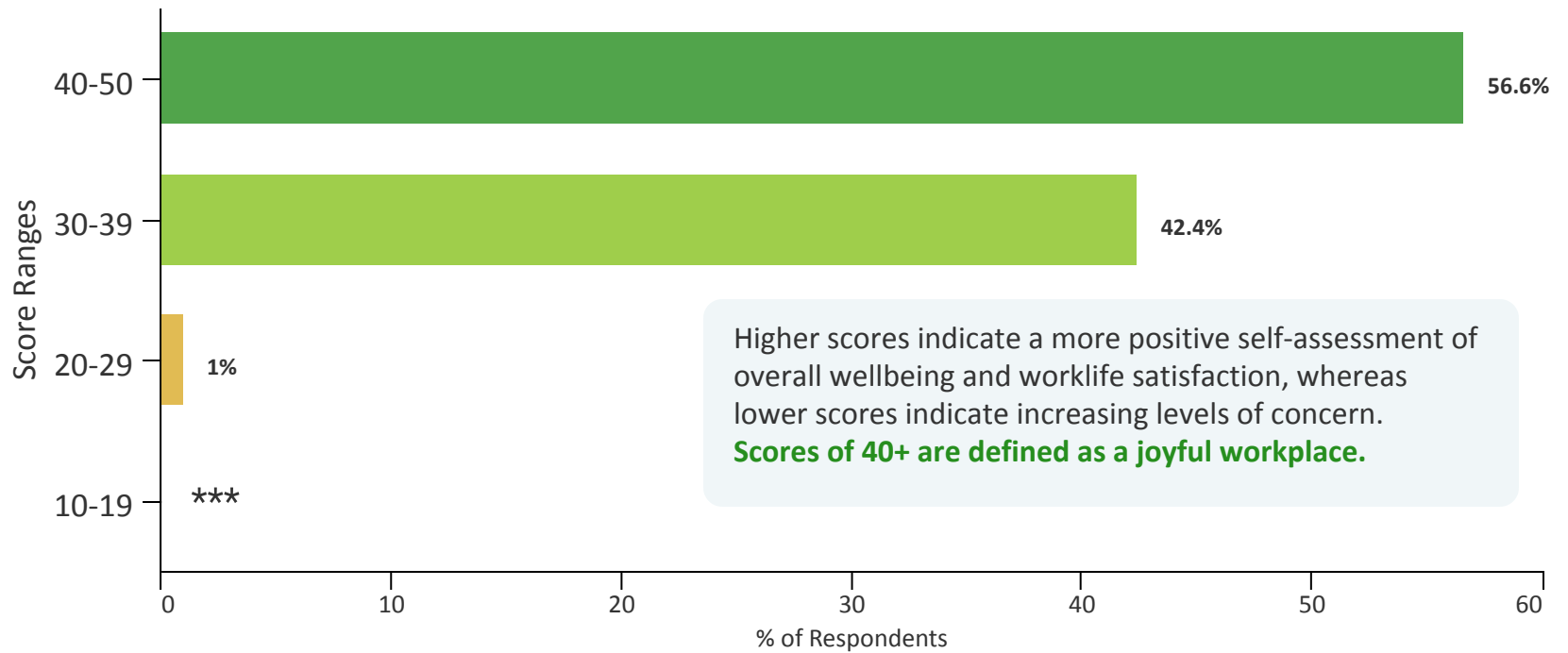
Projected Growth

25%

of providers reported increasing their practice hours or adding a practice location over the next two years.

LICENSED HOME HEALTH AIDES PRACTICING IN DC

Self-Assessment of Worklife and Wellness* among Licensed Home Health Aides Practicing in DC**
(Mini Z 2.0 Survey - Full Scale Scores)



56.6% of HHAs practicing in the District reported Mini Z 2.0 full scale scores of 40+, indicating a joyful workplace.

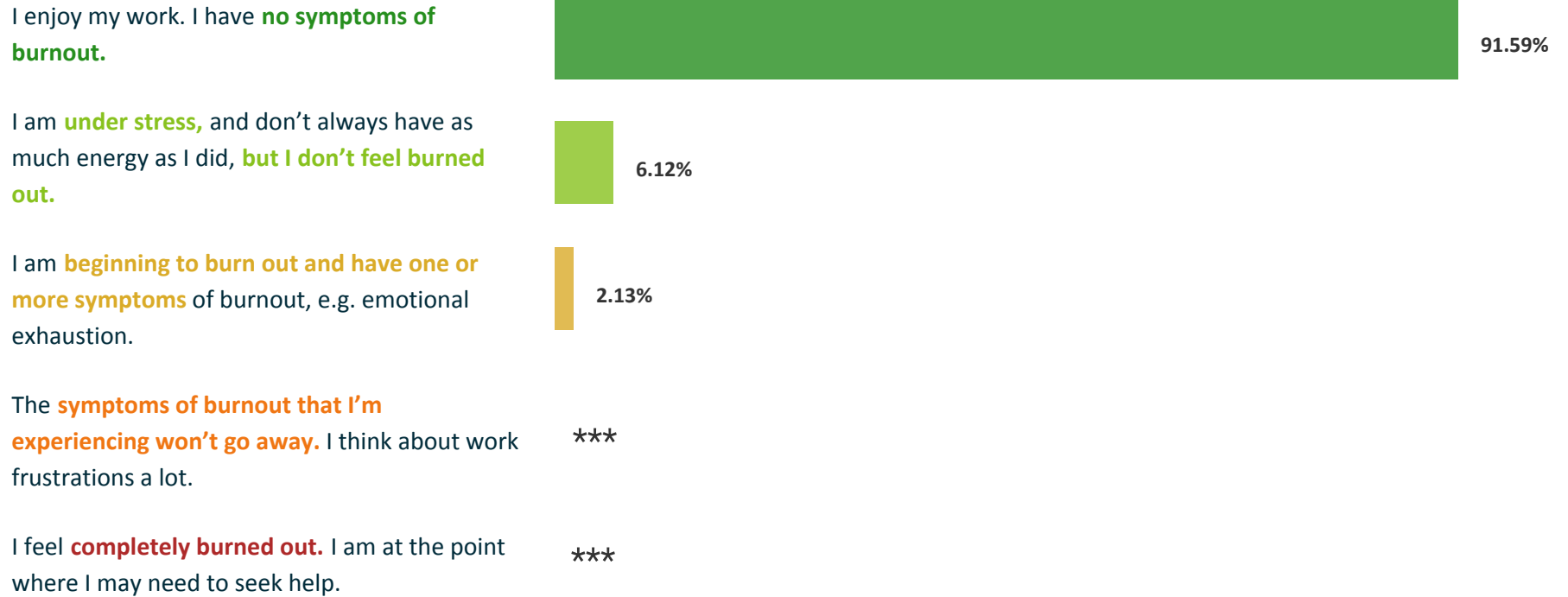
*The licensure survey includes the Mini Z 2.0, a 10-question tool assessing work satisfaction, stress, burnout, and 7 potential drivers of burnout in practicing clinicians; the Mini Z 2.0 is a psychometrically sound measure of worklife and wellness in practicing clinicians, validated externally against the Maslach Burnout Inventory (MBI).

**Answering each question was optional; full scale scores are reported only for respondents who completed all Mini Z 2.0 questions; approximately 68.7 percent (3,194/4,647) of HHAs practicing in DC completed all questions on the Mini Z 2.0 survey.

***Data suppressed for confidentiality when the total reported category is less than 10.

LICENSED HOME HEALTH AIDES PRACTICING IN DC

Self-Assessment of Burnout* among Licensed Home Health Aides Practicing in DC** (Mini Z 2.0 Survey - Question 2 Responses)



97.7% of HHAs practicing in DC reported experiencing **no symptoms of burnout (91.5%) or some stress but not feeling burned out (6.1%).**

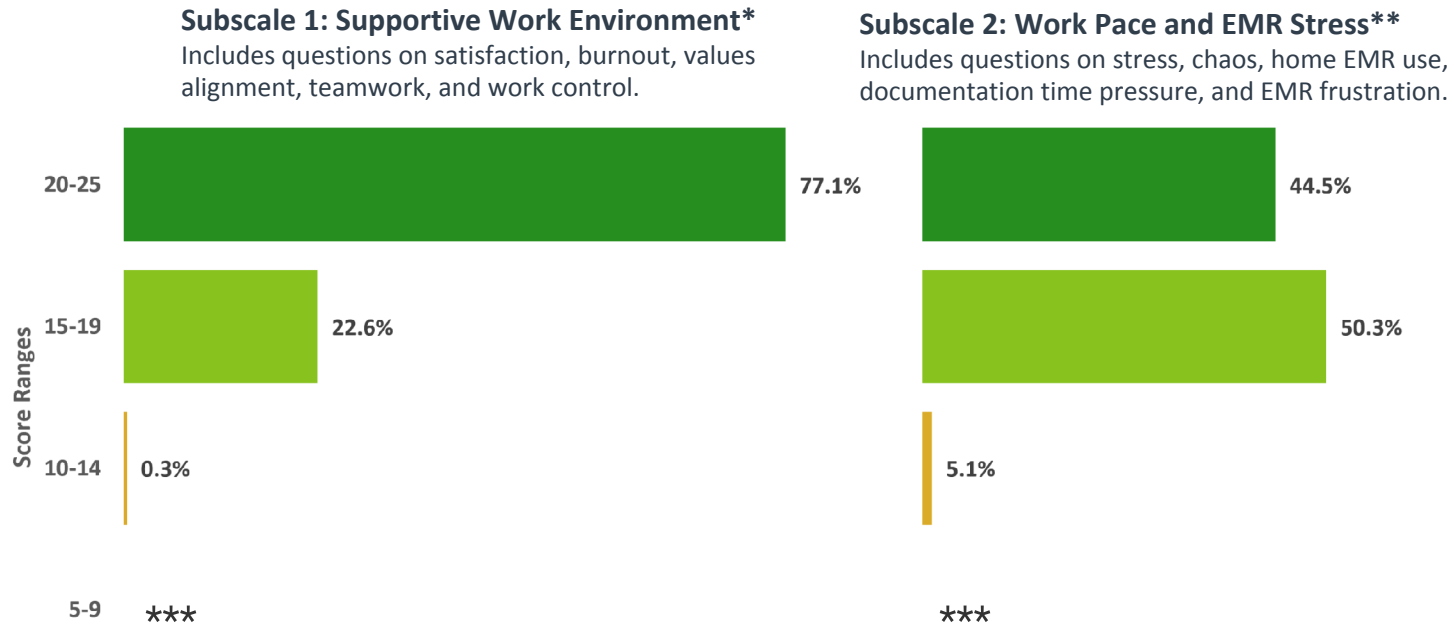
*Assessment based on the Mini Z 2.0 burnout question; concurrent validity of the burnout question was assessed with the Maslach Burnout Inventory (MBI) emotional exhaustion (EE) subscale and determined to be a valid single-item measure of burnout.

**Approximately 92.8 percent (4,316/4,647) of HHAs practicing in DC responded to the question.

***Data suppressed for confidentiality when the total reported category is less than 10.

LICENSED HOME HEALTH AIDES PRACTICING IN DC

Self-Assessment of Worklife and Wellness among Licensed Home Health Aides Practicing in DC (Mini Z 2.0 Survey - Subscale Scores)



77.1%

of HHAs practicing in DC reported Subscale 1 scores of 20+, indicating a **supportive work environment**.

44.5%

of HHAs practicing in DC reported Subscale 2 scores of 20+, indicating **reasonable pace and manageable EMR stress**.

*Approximately 89.6 percent (4,163/4,647) of HHAs practicing in DC completed all questions in subscale 1.

**Approximately 70.3 percent (3,265/4,647) of HHAs practicing in DC completed all questions in subscale 2.

***Data suppressed for confidentiality when the total reported category is less than 10.