

Protect Care for Seniors and Disabled Children & Adults



51,000 seniors and people living with disabilities are in danger of losing access to care due to lack of staff. With record inflation and a rapidly constricting workforce pipeline, aides are being driven out of the industry in record numbers for better paying jobs.

Average hourly wages Home care agencies can't compete with other industries or even other health care providers.¹

Certified Nursing Assistants in home care ¹	\$15.30
Certified Nursing Assistants in nursing facilities ¹	\$18.74
Certified Nursing Assistants in Outpatient Clinics	\$20.00
Certified Nursing Assistants in hospital ¹	\$21.88
Amazon ²	\$22.00

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Average annual costs

Home care is a cost-effective option that saves the state tens of thousands of dollars per enrollee each year³



Personal Care Services in Home and Adult Care Homes (ACH)

\$15,926



CAP-Disabled Adult Care in Home

\$41,322



Skilled Nursing Home

\$48,863

\$30.00



\$23.84

To address the workforce crisis, increase the reimbursement rates for home care and adult care homes under four Medicaid aid programs: Personal Care Services (PCS), Community Alternatives Program for Disabled Adults (CAP-DA), CAP for Consumer Direction (CAP-CD), and Community Alternatives Program for Children (CAP-C).

Increase rates to \$30.00 per hour (\$7.50 per 15-min unit) and proportionately apply increase to related procedure codes.

Invest
\$120M
in Medicaid aid services



Stabilization of home care –
a lower cost and patient preferred.

Medicaid Aide Reimbursement Rates Don't Match Other Government Payers

NC Veterans Affairs reimburses **\$46.00** for the same services⁴

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1. 2025 <https://www.indeed.com/jobs>
2. 2025 Amazon <https://www.aboutamazon.com/news/workplace/amazon-wage-increase-new-benefits-for-hourly-us-employees>
3. NC Medicaid Division of Health Benefits: <https://medicaid.ncdhhs.gov/reports/annual-reports-and-tables>
4. 2024 NC VA Fee Schedule: <https://www.va.gov/COMMUNITYCARE/revenue-ops/Fee-Schedule.asp>