

Web Links for Homecare Worker Co-ops

Homecare Worker Co-ops in the United States

The following are the websites of homecare workers co-ops in the United States.

The inspiration for all of homecare worker co-ops started with Cooperative Home Care Associates (CHCA) in the south Bronx, New York. CHCA started in 1985 as a welfare to work program to train immigrants and Latinas into direct care work. The project organizers were alarmed by the working conditions in the home care industry, so they organized a worker co-op. With 1,100 members (and growing!), CHCA is the nation's largest worker co-op. <http://www.chcany.org/>

The organizers of CHCA attempted to replicate similar co-ops in large urban areas on the east coast. Due to dramatic and sudden changes in Medicare/Medicaid reimbursement regulations in 1997, many of those agencies could not survive financially. The only survivor is based in Philadelphia, called Home Care Associates.

<http://www.homecareassociatespa.com/home.html>

I Am Unique, a co-op of nurses and case managers providing home based medical long term care started in 1994 in Raleigh, North Carolina. I Am Unique was inspired by the south Bronx model, but went about organizing in their own way to meet local aspirations.

<http://www.iamunique.coop/index.html>

On June 1, 2001, Cooperative Care opened for business in east central Wisconsin., the nation's first rural homecare workers co-op. Over 85 caregivers are worker-owners caring for 120 elders and people with disabilities.

<http://co-opcare.com/>

In April of 2006, the Circle of Care Cooperative, commenced operations. Members serve individuals in rural areas and the small cities of Appleton, the Fox Valley, and Green Bay. <http://www.circleofcarecoop.org/>

Background on Cooperatives

To help you understand the basics of cooperatives - especially worker cooperatives - here are some starting points.

National Cooperative Business Association - basics about all co-ops

<http://www.ncba.coop/abcoop.cfm>

A quick explanation of what is a worker co-op from the ICA Group (nonprofit consultants who helped establish Cooperative Home Care Associates in New York City).

<http://www.ica-group.org/2nd%20Row/FAQs2.html>

The National Cooperative Business Association offers a brief overview of worker co-ops.

http://www.ncba.coop/abcoop_work.cfm

The Northcountry Cooperative Development Fund created a comprehensive guide on how to organize a worker cooperative called *In Good Company: The Guide to Cooperative Employee Ownership*

Download a copy (70+ pages) http://www.ncdf.org/documents/worker_coop_toolbox.pdf

To order a hardcopy for \$15: <http://www.ncdf.coop/Toolboxes2.html>

Background on the Homecare Industry

Every September the MetLife Mature Market Institute conducts a market survey of homecare costs in major cities across the United States. For the 2007 study: <http://www.metlife.com/WPSAssets/56853157701190812646V1F2007ADSHCCStudy.pdf>

To view other MetLife studies:

<http://www.metlife.com/Applications/Corporate/WPS/CDA/PageGenerator/0,4773,P8895,00.html>

In November, 2006, PBS' Frontline aired a program called *Living Old*. It was an informative glimpse into the lives of the oldest old in America (those aged 85 and over). The documentary website offers quick background statistics.

<http://www.pbs.org/wgbh/pages/frontline/livingold/cost/>

Background on the Homecare Labor Force

Two page fact sheet on who are direct care workers from the National Clearinghouse on the Direct Care Workforce.

<http://www.directcareclearinghouse.org/download/NCDCW%20Fact%20Sheet-1.pdf>

Brief overview of the home care labor force situation in Wisconsin from PHI. (This information is available for other states.)

http://www.directcareclearinghouse.org/s_state_det.jsp?action=view&res_id=50

PHI through its "Quality Care through Quality Jobs" dissemination campaign about the long term care workforce offers many sources of labor force information. Visit the following websites:

<http://www.directcareclearinghouse.org/index.jsp>

<http://phinational.org/>

<http://www.directcarealliance.org/>

The Bureau of Labor Statistics periodically updates data on the nature of work, training requirements, job outlook, and earnings. To view data about personal and home care aides, see: <http://stats.bls.gov/oco/ocos173.htm>

For a summary of skills and work values necessary for personal and home care aides along with national wage data from the Bureau of Labor Statistics, Occupational

Employment Statistics Survey, see: <http://online.onetcenter.org/link/summary/39-9021.00>

To gather Wisconsin workforce data (especially to determine prevailing regional wages for caregivers and administrative staff), visit the Wisconsin Department of Workforce Development, Office of Economic Advisors website. But be patient; this website requires a lot of searching to stumble upon what you need.
http://dwd.wisconsin.gov/oea/occupational_employment_and_wages/wages_msa_may06.xls

Note: The job classifications used in the homecare industry fall under two North American Industry Classification System (NAICS) codes. For Certified Nursing Assistant (CNA) or personal care descriptions, use the 31-1011 home health aides code. For home care related duties, use the 39-9021 personal and home care aides code.