

Home Health and Personal Care Aides

SOC: 31-1120 • Career Profile Report

■ Key Facts

\$34,900

Median Salary

4,347,700

Employment

+17.0%

Growth Rate

■ Requirements & Salary Range

Education: High school diploma

■ Automation Risk Assessment

Medium Risk - 48.0% probability of being automated in the next 10-20 years.

This job has some routine elements but still requires human judgment and interaction.

■■ Work-Life Balance

6.0/10 - Good work-life balance

■ Personality Fit (RIASEC)

Higher scores indicate better personality fit for this career type.

Realistic	5.8/10	Investigative	6.0/10
Artistic	4.4/10	Social	8.4/10
Enterprising	4.6/10	Conventional	7.4/10

■ Top Skills Required

Detail oriented, Emotional skills, Integrity, Interpersonal skills, Physical stamina

✓ Strengths

- High Demand
- Flexible Work
- Continuous Learning

■ Challenges

- Burnout Risk
- Rapid Technological Change

■ What They Do

Home Health and Personal Care Aides are caregiving professionals who provide **essential daily support and personal assistance** to individuals who are elderly, disabled, chronically ill, or recovering from injury or illness. They help clients remain safe, comfortable, and independent in their own homes or residential settings, playing a vital role in long-term care and quality of life.

This career is well suited for individuals who are compassionate, patient, and motivated by helping others maintain dignity and independence.

What Do Home Health and Personal Care Aides Do?

Home health and personal care aides assist clients with everyday activities and basic health-related tasks. Their responsibilities focus on comfort, safety, and emotional support.

Common responsibilities include:

- Assisting with bathing, dressing, grooming, and toileting
- Helping clients move safely, including walking or transferring
- Preparing meals and assisting with feeding when needed
- Providing companionship and emotional support
- Performing light housekeeping and laundry
- Monitoring clients' condition and reporting changes
- Assisting with medication reminders (non-medical)

Types of Care Aides

This occupation includes caregiving roles with different focuses:

- Home Health Aides: Support clients with personal care and basic health-related tasks under supervision.
- Personal Care Aides: Assist with daily living activities and companionship.
- In-Home Caregivers: Provide one-on-one support in private residences.
- Residential Care Aides: Work in assisted living or group home settings.

Skills and Abilities Needed

Home health and personal care aides combine practical caregiving skills with empathy and reliability.

Core Professional Skills

Personal Qualities That Matter

Education and Training Pathway

Most home health and personal care aides enter the field with short-term training:

- High School Diploma or Equivalent: Often preferred
- On-the-Job Training: Learning care procedures and safety practices
- Certification or Formal Training (varies by state): Required for some home health aide roles
- Background Checks and Health Screenings: Common employer requirements
- Continuing Training: Updates on care techniques and safety

Where Do Home Health and Personal Care Aides Work?

These aides work in a variety of care settings:

- Private Homes
- Assisted Living and Residential Care Facilities
- Group Homes and Community Residences
- Home Health Agencies

- Hospice and Palliative Care Programs

Schedules may include part-time, full-time, evenings, weekends, or live-in arrangements.

How Much Do Home Health and Personal Care Aides Earn?

Earnings vary by location, employer, and level of training:

- Entry-Level Aides: Typically earn hourly wages
- Certified or Experienced Aides: Often earn higher pay
- Specialized Care Roles: May earn more when supporting high-need clients

Compensation may include flexible scheduling or benefits depending on employer.

Is This Career Difficult?

This career is emotionally and physically demanding. Aides may assist with mobility, manage challenging behaviors, or support clients through illness and decline. The challenge lies in maintaining compassion, boundaries, and personal well-being while providing consistent, high-quality care.

Who Should Consider Becoming a Home Health or Personal Care Aide?

This career may be a strong fit if you:

- Enjoy helping others in a meaningful, personal way
- Are patient, compassionate, and dependable
- Are comfortable with hands-on caregiving tasks
- Prefer one-on-one or small-group work environments
- Want an accessible entry point into healthcare or caregiving

How to Prepare Early

- Volunteer with seniors or individuals with disabilities
- Learn basic first aid and safety practices
- Develop strong communication and listening skills
- Build physical stamina and proper lifting techniques
- Research state training or certification requirements

Home health and personal care aides provide essential support that allows people to live with dignity, comfort, and independence—making a profound difference in daily life through compassion and care.

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Source: <https://www.bls.gov/ooh/healthcare/home-health-aides-and-personal-care-aides.htm>