



GRANT PROGRAM

Consider becoming a Home and Community-Based Services (HCBS) Cooperative

Cooperatives

A worker cooperative is a business that is owned by the people who work there. Workers who chose to be members of the cooperative get a say in how the business is run and get to share in any profits.

Opportunity

HCBS are one of the fastest growing set of occupations in the country!

Unprecedented demand for health services

77 MILLION

Projected number of seniors 65+ by 2034

Source: <https://www.census.gov/library/stories/2019/12/by-2030-allbaby-boomers-will-be-age-65-or-older.html>

Occupation Openings

| | |
|--------------------------------------|---------|
| Healthcare support | 247,665 |
| Personal care | 141,134 |
| Community & social service | 75,489 |
| Healthcare practitioners & technical | 125,003 |

Source: <https://mn.gov/deed/data/data-tools/employment-outlook/>

Fastest growing job markets

Problem

Many of these jobs will go unfilled. Workers in the profession are discouraged by low wages and a lack of respect for their work.



- Limited career advancement
- Insufficient job training
- Insufficient training
- Few benefits
- Low wages

The Cooperative Difference in Home Care

Worker co-ops can help with better wages on average, opportunities for advancement which leads to lower turnover, and better care for elders and those living with disabilities.

Better Wages & Benefits

+\$1.93

On average, Home Care cooperatives pay \$1.93 more per hour than non-cooperative agencies in their state.

Source: ICA Group 2019 Benchmarking Survey

Lower Turnover Rate

Worker-owned Home Care agencies report lower turnover

Home Care co-op sector turnover rate: 38%

Home Care industry turnover rate: 82%

38% v 82%

Source: ICA Group, 2019 homecare benchmarking survey

Ownership & Voice

100%

100% of cooperatives offer ownership opportunities and a voice in critical matters of the business.

\$162,000 Grant

Sponsoring Agency



DEPARTMENT OF HUMAN SERVICES

Grant Opportunity

to start or transition a HCBS cooperative

Direct care workers who provide **home and community based services (HCBS)** for people with disabilities and older adults to apply for the HCBS Workforce Development cooperatives grant.

The grant will award selected groups up to a **total of \$162,000, split over two years**, to help direct care workers establish their own employee-owned cooperative businesses (or transition a current business to an employee-owned cooperative).



More Information

Questions and More Information

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