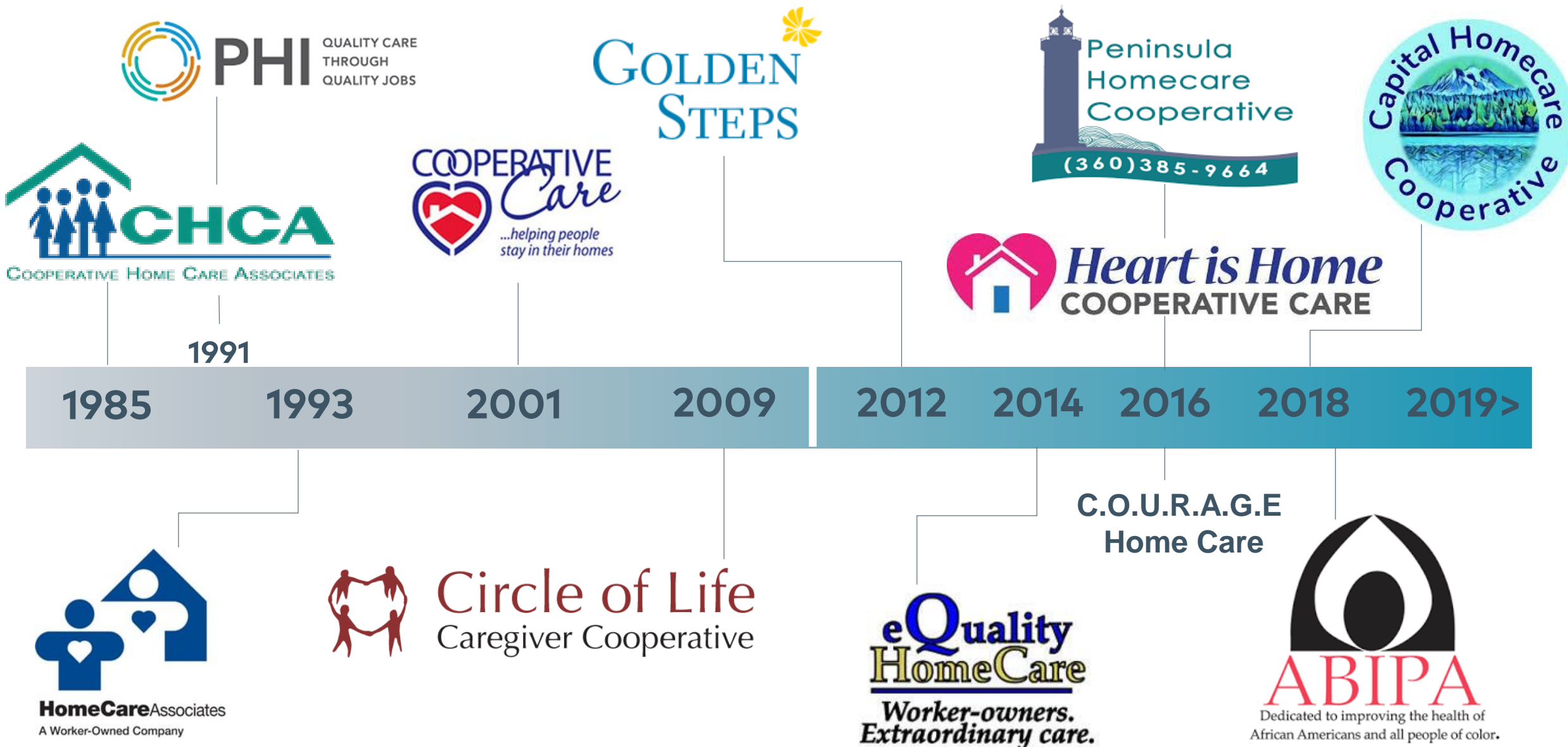




2018 Home Care Cooperative Landscape

Where we are > Where we are headed

HOME CARE COOPERATIVES: A Brief History



HOME CARE STEERING COMMITTEE



Committed to the future of rural communities.



Homecare
Cooperative
Initiative
A Project of CDF

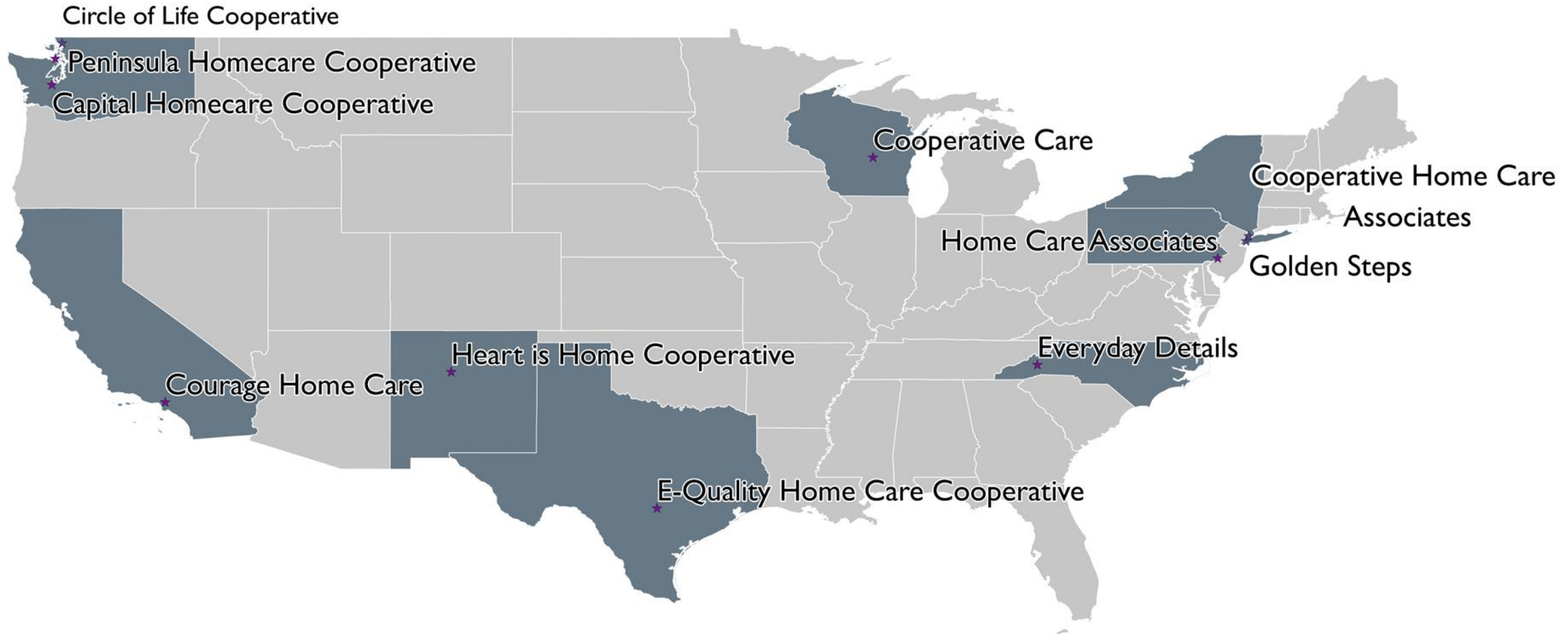
Launched 2014



Co-Opera, Co.



HOME CARE COOPERATIVES: Where We Are Today



11 Operational Coops in 8 States | 7 Start-Up Initiatives in 6 States & D.C



Homecare
Cooperative
Initiative
A Project of CDF

Our Collective Impact

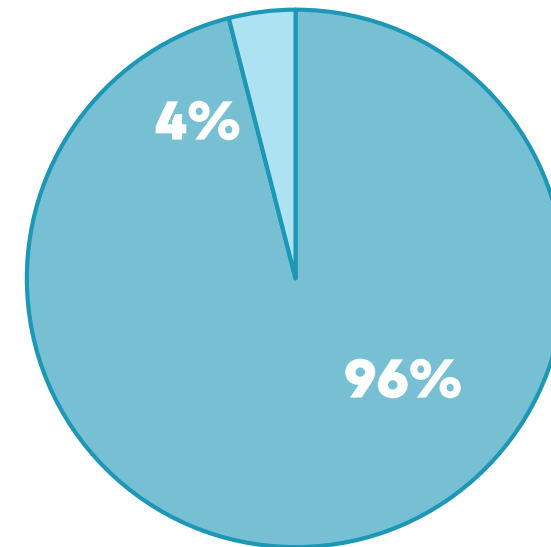
2018 Home Care Benchmarking Survey Results

3.4 M

Over 3.4M hours of High-Quality Direct Care Service Provided by Home Care Cooperatives Annually

4 of 11 Home Care Cooperatives Service the Public Pay Sector

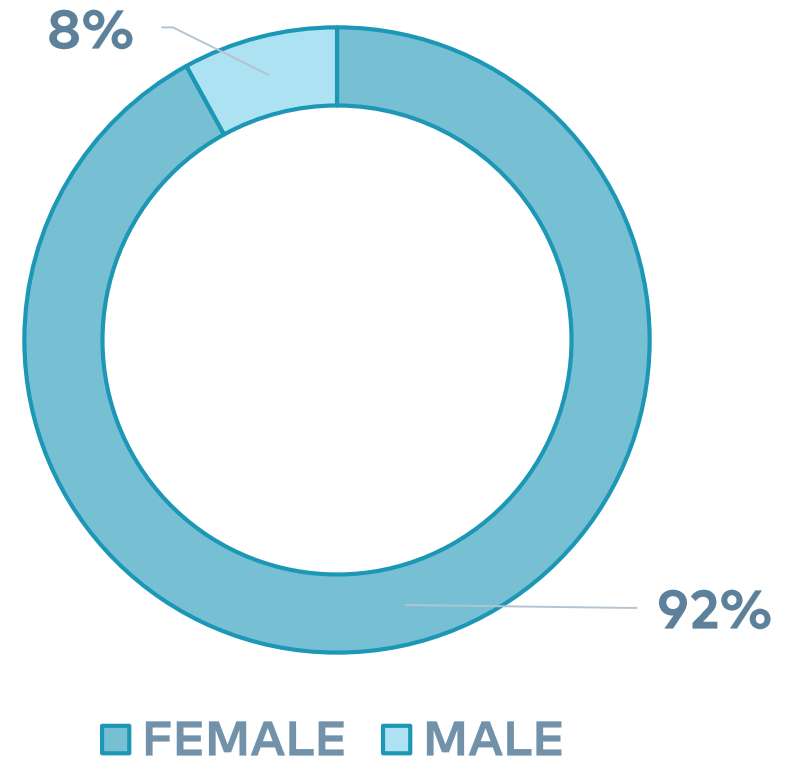
Hours



■ Public Pay ■ Private Pay

2,613

**Workers Employed by Home Care
Cooperatives**

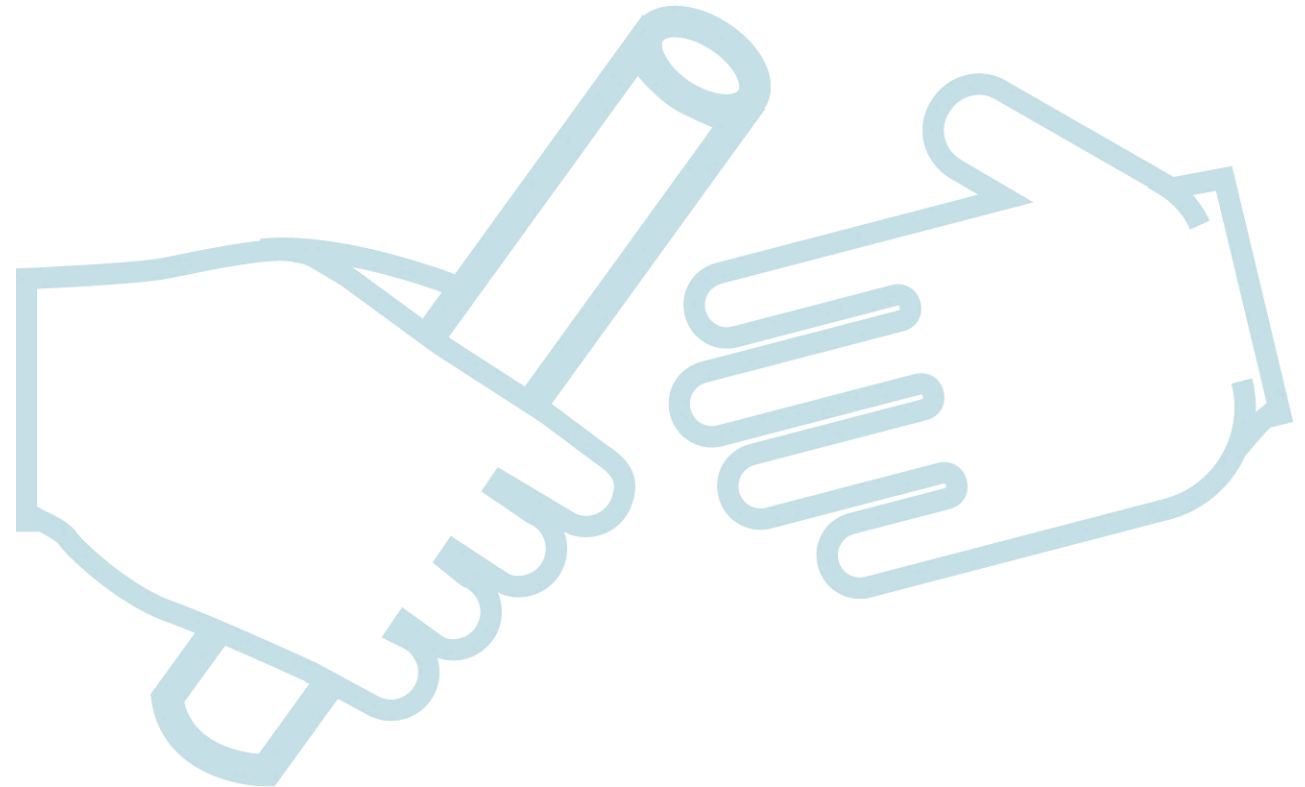


48%

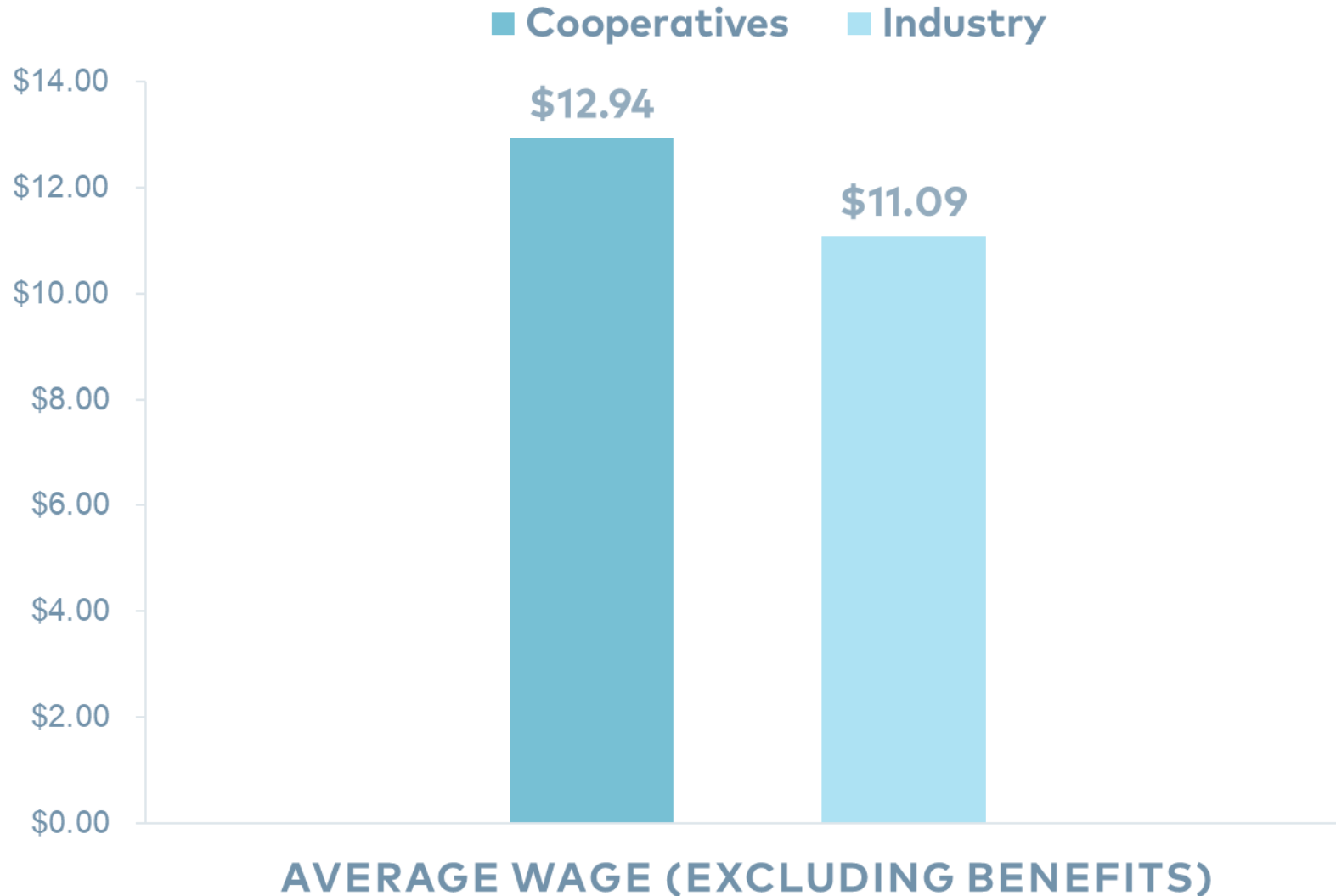
**of Cooperative Employees are
Member-Owners**

72.5%

**Rate of Ownership at
Coops with 100 or
Fewer Employees**



OUR COLLECTIVE IMPACT: Wages



**Home Care
Cooperatives Pay
Higher Wages
+ \$1.84**

OUR COLLECTIVE IMPACT: Training



100%

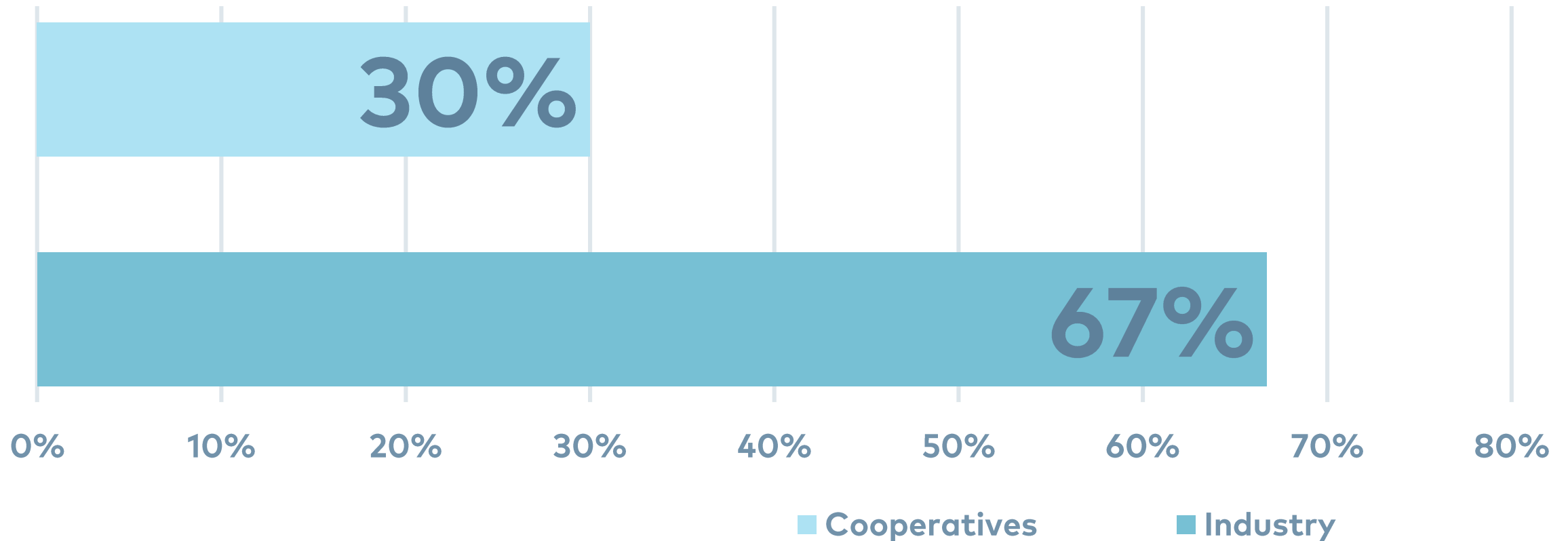
of Cooperatives Provide Training on Basic Cooperative Business & Financial Literacy for Board Members at Minimum

80%

Provide Job Training--Nearly All Pay for Training Time



Less Than Half the National Average



Looking Ahead

Strengthen > Grow > Transform

- **While turnover is low, nearly all coops still struggle with caregiver recruitment & retention**
- **Despite higher pay, many coops still unable to provide sufficient hours or pay to sustain living wages without public assistance**
- **Only 2 largest cooperatives able to offer health and other advanced benefits**
- **Few cooperatives able to pay regular patronage dividends**

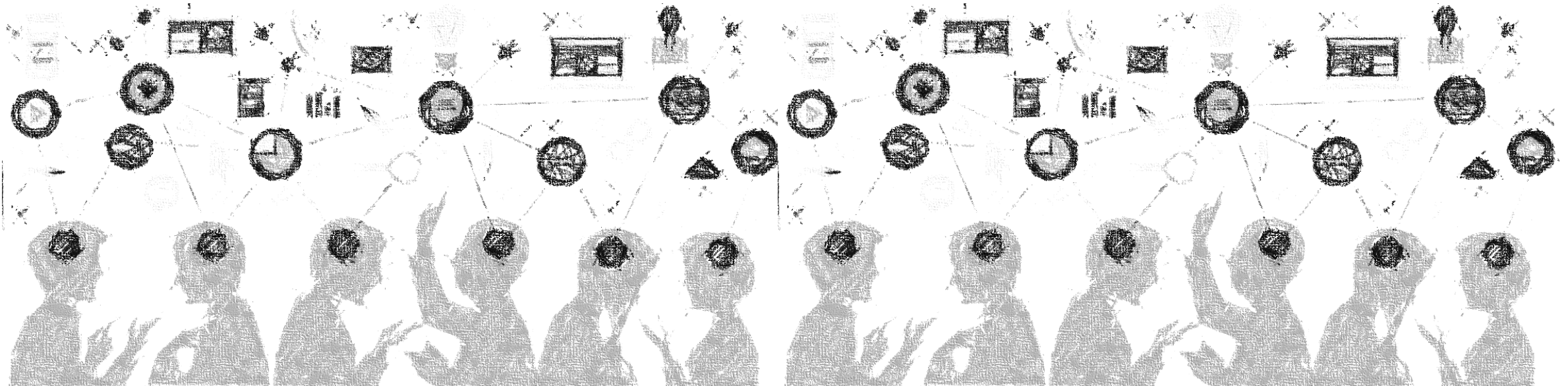
**Strengthen
Cooperative
Culture**



**Strengthen
Cooperative
Ecosystem**



**Strengthen
Cooperative
Financial Model**



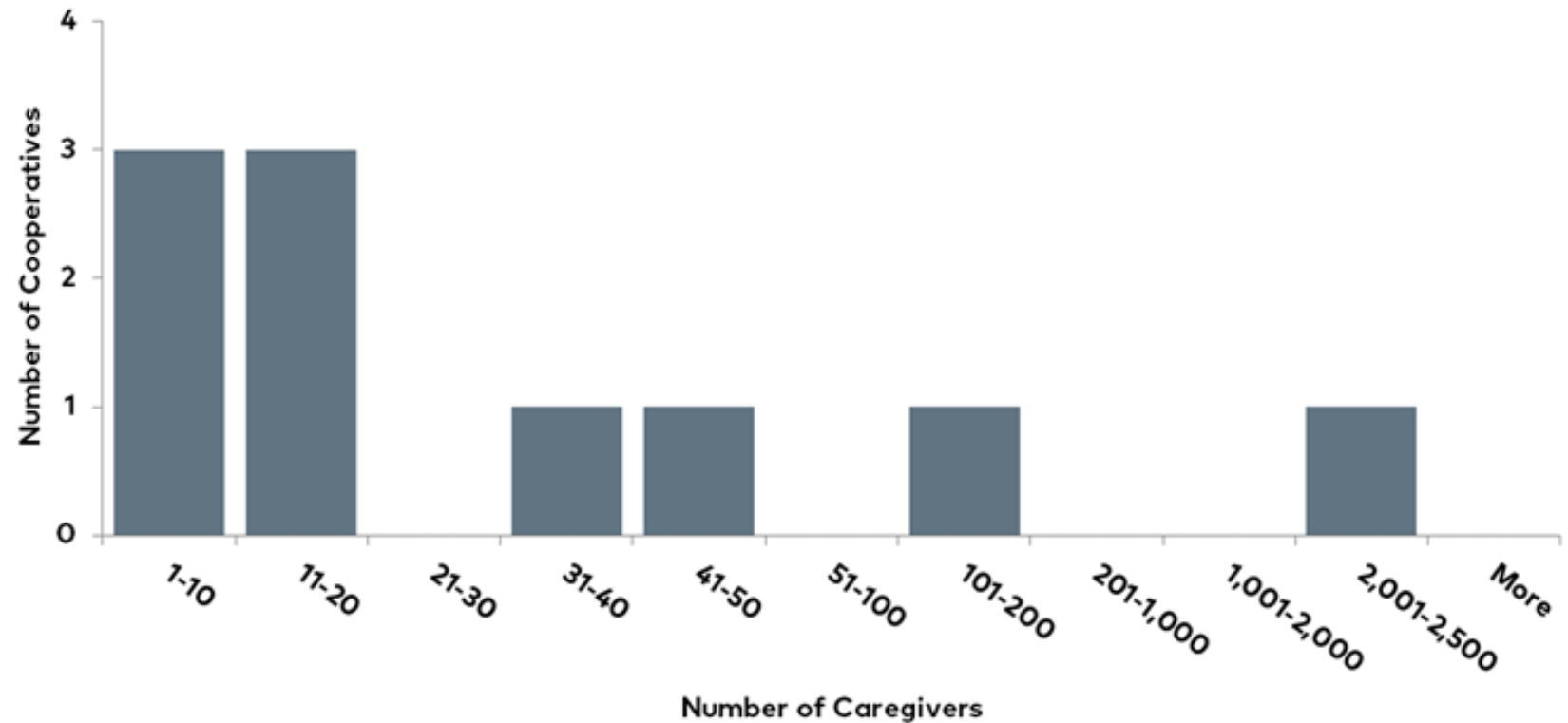
GROW: Our Impact is Still Small



.1%

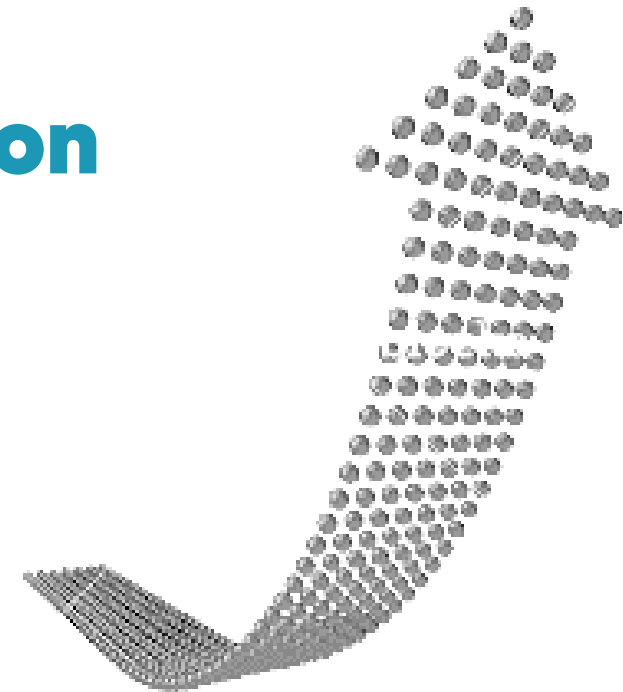
**Caregivers
Employed by Home
Care Cooperatives**

Number of Cooperatives by Number of Caregivers

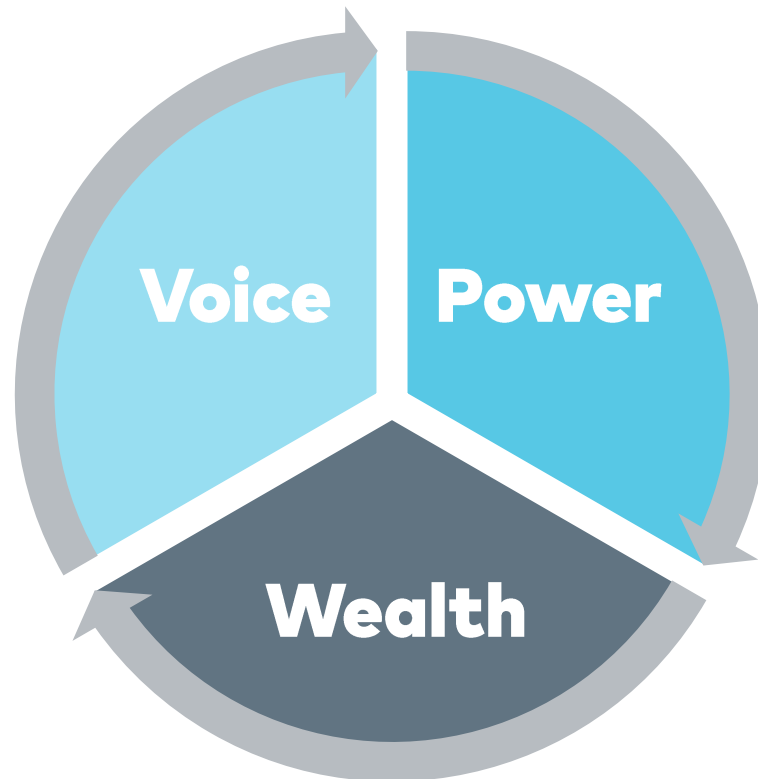


Growth Strategies:

- **Efficient Start-up & Replication**
- **Growth of Existing Coops**
- **Acquisition**
- **Conversion**



At scale, home care cooperatives have the potential to transform the direct care industry





ICA GROUP
HOME CARE

Thank You

For more information contact:

Katrina Kazda

Program Director

The ICA Group

kkazda@icagroup.org

www.icagroup.org