

## Making a Difference

Caring for elderly and disabled residents or clients who feel like family can be an incredible experience. It's amazing what you can learn from people who have led long and full lives. And while you'll work hard, you'll also experience a multitude of rewards. Discover the satisfaction of knowing that you're making a real difference in someone's life – consider a career in long term care.

## A Place Where You're Valued

Long term care is all about caring relationships. As a Certified Nursing Assistant (CNA) or Home Health Aide (HHA), you improve the quality of life for frail elders and disabled individuals. Whether you are helping a patient learn to walk again so he can return home, or assisting a woman whose arms are too weak to feed herself, you are a vital member of the long term health-care team.

Long term care services in Massachusetts are provided in different settings, including nursing homes (also called skilled nursing or extended care facilities or rehabilitation centers), assisted living residences, rest homes and continuing care retirement communities. Long term care services are also provided to people of all ages living in their homes or apartments.



# CAREER OPPORTUNITIES

## Facility-Based Care

**Certified Nursing Assistants**, or CNAs, are the primary caregivers of the long term care team, serving as the “eyes and ears” for supervisory nursing staff in nursing homes, assisted living residences and continuing care communities. CNAs provide care to residents in three key ways:

**Personal Care:** CNAs are the front line caregivers, assisting residents with bathing, dressing, eating and skin care.

**Restorative Services:** CNAs help residents reach and maintain their maximum level of independence through implementing the daily plan of occupational and physical therapy. They also help residents achieve goals in walking and self-care.

**Support:** Through daily care activities, CNAs provide essential physical and emotional support to residents.

*Training requirements: Minimum of 75 hours of training and passage of a State Certification Exam*

Many training sites throughout Massachusetts offer combined training to become both a CNA and HHA. Find a CNA/HHA Training Program in your area by visiting [www.LongTermCareCareers.org](http://www.LongTermCareCareers.org).



## Home Care

**Home care aides** are the frontline caregivers for the elderly and disabled residing in a variety of community-based settings including private homes, senior housing, and assisted living residences. Home care aides provide one-on-one essential supportive and personal care services that enable individuals to live safely and comfortably in their own homes.

Home care aides work under the direct supervision of a qualified nurse and receive guidance and support from an extensive team of clinical and supervisory staff employed by their home care agency.

### Home Care positions include:

**Homemakers** provide assistance with daily activities such as shopping, meal planning and preparation, laundry and light housekeeping.

*Training requirements: 40 hours of training*

**Personal Care Homemakers** help clients with bathing, dressing, eating and walking.

*Training requirements: 60 hours of training*

**Home Health Aides**, or HHAs, provide incontinence care, offer help with exercises and assist with administering medications.

*Training requirements: 75 hours of training*



## Rewarding Benefits for a Secure Future

*Worried about finding a job?* The huge growth in the number of people who will need long term care means that the need for qualified staff to care for them is increasing as well. In fact, CNAs/HHAs are one of the nation's fastest growing professions, with an estimated 22,000 job openings projected in Massachusetts by 2010.

### Many long term care employers offer:

- Competitive wages
- Health insurance
- Paid time off
- Tuition reimbursement
- Retirement plans
- Flexible work schedules
- Career advancement opportunities

## A Chance to Grow Your Career

*Have you always wanted to be a nurse?* One of the most exciting things about the long term care field is the opportunity to advance your career. Many nurses in long term care got their start working in a CNA or HHA position. In long term care, you can “earn while you learn” by taking advantage of tuition reimbursement programs and flexible work schedules to further your education. Explore the possibilities by visiting the following websites for more information:

[www.LongTermCareCareers.org](http://www.LongTermCareCareers.org)  
[www.thinkhomecare.org](http://www.thinkhomecare.org)  
[www.mahomecareaiders.com](http://www.mahomecareaiders.com)

Compassionate Caregiver  
Making a Difference

A Place Where You're Valued

Rewarding Benefits

Flexible Schedule

Pathway to Nursing

**Massachusetts Extended  
Care Federation**

2310 Washington Street, Suite 300  
Newton Lower Falls, MA 02462  
1-800-CARE-FOR  
www.LongTermCareCareers.org



The Massachusetts Extended Care Federation (MECF) is the state's largest long term care provider association, representing more than 500 nursing and rehabilitation facilities, hospital-based transitional care units, assisted living residences and continuing care retirement communities throughout the state. In all, MECF member facilities provide housing, health care, rehabilitative care and support services to nearly 100,000 Massachusetts residents annually.

**Home Care Alliance of  
Massachusetts**

31 St. James Avenue, Suite 780  
Boston, MA 02116  
617-482-8830  
www.thinkhomecare.org



The Home Care Alliance of Massachusetts (Alliance) is a statewide not-for-profit organization dedicated to supporting and promoting high-quality, cost-effective home care as a therapeutic, compassionate, and patient centered care choice. The Alliance's 100+ member agencies care for more than 100,000 Massachusetts residents annually.

**Massachusetts Council for  
Home Care Aide Services**

174 Portland Street  
Boston, MA 02114  
617-224-4141  
www.mahomecareaiders.com



The Massachusetts Council for Home Care Aide Services (Council) has been the voice for paraprofessional home care aide services in Massachusetts since 1967. Council membership includes over 100 Medicare certified, non-certified, and private pay agencies which directly employ home care aides and meet standards of training, supervision and administration as established by the Council.

Looking for a Career in Long Term Care?  
Visit the following websites for more  
information.

[www.LongTermCareCareers.org](http://www.LongTermCareCareers.org)

[www.thinkhomecare.org](http://www.thinkhomecare.org)

[www.mahomecareaiders.com](http://www.mahomecareaiders.com)

Brochure sponsored by the state-funded Direct Care Worker  
Scholarship Program under the Massachusetts Department of  
Public Health.



EXPLORE  
the OPPORTUNITIES,  
EXPERIENCE  
the REWARDS

Careers in  
Long Term Care



*“Their happiness is my happiness and their joy is my joy. They are my father, mother, grandfather, and grandmother, and most importantly, they are my friend.”*

- Certified Nursing Assistant

Long Term Care Facility in Hampden, MA