



WASHINGTON
CARE CAREERS

Workforce Recruitment Toolkit



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UNDERSTANDING THE ROLE OF **CAREGIVERS**

In the role of a caregiver, you will provide direct care to older adults and adults with disabilities who need extra assistance with activities of daily living. Caregivers are an essential part of a client's health care team. It is more than just a job – it is an opportunity to build meaningful relationships and improve the lives of others. Because of their caregivers, many adults can continue to live independently, with dignity and in the setting of their choice, whether that is at home or in a community-based setting or long-term care facility.

CAREGIVERS ARE IN HIGH DEMAND AROUND THE STATE

- By 2040, the number of individuals in Washington ages 65 and older will more than double. As the population ages, the number of people needing care will also grow dramatically.
- Older caregivers are retiring from their caregiving careers, leaving vacant positions in nursing homes, assisted living facilities, adult family homes and in-home care.
- More people are choosing to live in their own homes or in community-based settings as they age. In these settings, they require extra assistance with daily tasks such as bathing, dressing, grooming, preparing meals, grocery shopping and walking. Caregivers provide extra support so that older adults and adults with disabilities can maintain their dignity while remaining independent and living where they choose.

CAREGIVING CAREERS OFFER NUMEROUS BENEFITS

- You'll start work quickly. Training can be completed in as little as two weeks and you can work while you are pursuing certification. Many employers will pay for you to complete your training while you work.
- A caregiving career introduces you to the healthcare field. With extra training and experience, many caregivers go on to become nurses or administrators.
- Washington caregivers are some of the most highly trained in the country. You'll learn valuable skills that you can use to advance in healthcare or translate to other professions. Some of the many skills you'll learn include patience, problem solving, accountability and compassion.
- As a caregiver, **no two days are the same**. You will face unique challenges, meet interesting people and learn new things every day.

THE ROAD TO BECOMING A HOME CARE AIDE

If you like helping others, enjoy a flexible schedule, working independently and making a difference in peoples' lives, then a career as a home care aide may be perfect for you!

There are many paths that may lead you to this career. Here's a brief overview of the steps to become a home care aide.

1 Start

You like helping others and want to start your career as a home care aide.

2 Time to Get Trained

Home care aides are required to take 75 hours of training. Some employers may offer to hire you upfront and pay for your training! Courses are offered all throughout the state. Visit our [Home Care Aide Training webpage](#) and search for a list of training programs near you.

3 Testing and Certification

You will take a test that includes knowledge and skills sections. [Prometric](#) offers the test in 13 languages. The [Department of Health](#) will process your test results, make sure you have met the requirements, and issue your certification. This process can take a few weeks. The Department of Health will notify you via email, so make sure to check your inbox regularly for messages.

4 Let's Get to Work

Congratulations! You have completed the training and certification process and are ready to begin your career as a home care aide! You can work in a client's home, an adult family home, or an assisted living facility.

ALL ABOUT HOME CARE AIDES

A home care aide is an important role that requires skill, compassion, flexibility, patience, problem-solving, determination, and initiative. These direct-care workers are an essential part of a client's health care team. They help clients perform activities of daily living so they can live more independently. To begin work, you must be 18 years of age or older, attend 5-Hour Safety and Orientation Training, and pass a background check.

THE WORK ENVIRONMENT OF A HOME CARE AIDE

- As a home care aide, **you may work in a client's home** or a **community-based setting** such as an **adult family home (with two to six residents)** or an **assisted living facility (with more than six residents)**. **You may work for a facility, a home care agency, or directly by a client.**
- **You will assist with activities of daily living** such as bathing, dressing, feeding, toileting, walking, or transferring (for example, from a bed to a wheelchair). You may also prepare meals, do housework or run errands.
- Because you work so closely with your clients, **you may be the first to notice and document any changes in a client's behavior, mood, preferences, and physical or mental condition.**

THE BENEFITS OF A CAREER AS A CERTIFIED HOME CARE AIDE

- **Home care aides can choose from a wide range of work settings.** Some choose to work one-on-one with clients, while others work in a larger facility with many clients and coworkers.
- **Every day is different as a home care aide.** Some days, you may be running errands, while other days, you may be helping your client with personal hygiene needs.
- **Many home care aides have the flexibility to set their hours.** They may work part-time or full-time and can build a schedule around school and family commitments.



THE ROAD TO BECOMING AN INDIVIDUAL PROVIDER

A career as an individual provider may be perfect for you if you like to work directly with clients, enjoy a flexible schedule, and want to make a difference in peoples' lives.

Many paths may lead you to this career. Here is a brief overview of the steps to become an individual provider.

1 Start

You like to help others and want to start your career as an individual provider.

2 Time to Get Trained

Individual providers who care for someone who is not their family member or care for more than one client are required to take 75 hours of training. The individual provider union, SEIU 775, may [pay for your training!](#)

3 Testing and Certification

You will take a test that includes knowledge and skills sections. [Prometric](#) offers the test in 13 languages. The [Department of Health](#) will process your test results, make sure you have met the requirements, and issue your certification. This process can take a few weeks. The Department of Health will notify you via email, so make sure to check your inbox regularly for messages.

4 Let's Get to Work

Congratulations! You have completed the training and certification process and are ready to begin your career as an individual provider! You are prepared to care for clients in their own homes.

ALL ABOUT INDIVIDUAL PROVIDERS

Individual providers have a unique caregiving role of providing one-on-one care to individuals in their own homes. They are independent self-starters who are comfortable working directly with one client at a time. These caregivers help their clients stay in the comfort of their own homes as long as possible. Individual providers must be 18 years of age or older and pass a background check to begin working.

THE WORK ENVIRONMENT OF AN INDIVIDUAL PROVIDER

- **You will work closely with one person at a time in their own home.** Your client is your only boss and is the person who hires and supervises you. They may be someone you know, such as a family member or neighbor, or someone you just met. Many individual providers work with more than one client.
- **You will assist with activities of daily living** such as bathing, dressing, feeding, toileting, walking, or transferring (for example, from a bed to a wheelchair). You may also prepare meals, do housework or run errands.
- Because you work so closely with your clients, **you are the first to notice and document any changes in a client's behavior, mood, preferences, and physical or mental condition.**

THE BENEFITS OF A CAREER AS AN INDIVIDUAL PROVIDER

- **This position is the most flexible of all other direct-care jobs.** You can select the clients you work with and negotiate a schedule that works for both of you. You can work with one client or many.
- **You can get to know your clients and establish meaningful relationships.** Independent providers often build strong relationships with their clients. These relationships are often the most satisfying and enjoyable aspects of this job.

If you are taking care of a family member, you may not need to complete the entire home care aide training to get paid. For more information, visit the Department of Social and Health Services [Individual Providers page](#).



THE ROAD TO BECOMING AN NURSING ASSISTANT CERTIFIED

If you like helping others, career flexibility and exposure to the medical field, then a career as a nursing assistant certified may be right for you!

There are many paths that may lead you to this career. Here's a brief overview of the steps to become a nursing assistant certified.

1 Start

You like helping others and want to start your career as a nursing assistant certified.

2 Time to Get Trained

Nursing assistants certified must complete training through a pre-approved program. Many programs are offered throughout the state at hospitals, community colleges and more. Your training will include classroom time and hands-on practicum hours.

3 Testing and Certification

Testing and certification is required through the [Department of Health](#). After you've completed the testing and certification process, you'll be added to the nursing assistant certified registry.

4 Let's Get to Work

Congratulations! You've successfully completed the training and certification process and are ready to begin your career as a nursing assistant certified! You can work in a client's home, assisted living facility, adult family home, nursing home or hospital.

ALL ABOUT NURSING ASSISTANTS-CERTIFIED

A nursing assistant-certified is an important role that requires skill, compassion, flexibility, patience, problem solving, determination and initiative. These direct-care workers are an essential part of a patient's health care team by helping with daily activities and performing some medical tasks. To begin work as a nursing assistant-certified, you must be 18 years of age or older and pass a background check.

THE WORK ENVIRONMENT OF A NURSING ASSISTANT-CERTIFIED

- Nursing assistants-certified can choose to work in a variety of different settings, including in a client's home, an adult family home (which has 2-6 residents), an assisted living facility (which has more than 6 residents), for home health agencies, in a nursing home or in a hospital.
- You will provide assistance with daily tasks such as taking a bath, getting dressed and eating, using the toilet, walking or transferring (for example, from a bed to a wheelchair). You may also perform medical tasks such as taking blood pressure and pulse rates and setting up medical equipment.
- As a nursing assistant-certified, you often report to a nurse. You provide direct care to patients and report any changes in behavior, mood, or physical or mental health to the nurse who oversees you.



THE BENEFITS OF A CAREER AS A NURSING ASSISTANT-CERTIFIED





- Nursing assistants have the most choice of any direct-care worker in where they work. In hospitals, you can work with clients from newborns to seniors. Or, you can work one-on-one with clients in their own homes.
- If you work full-time for a single employer such as a nursing home or a hospital, you may be eligible for excellent health insurance and other great benefits such as paid time off.
- Nursing assistants-certified can easily apply their nursing assistant certification toward the training to become a registered nurse.

Long-Term Care Careers: Requirements





For more details, visit [Home Care Aide Training Information page](#).

Individual Provider





Caring for a non-family member or multiple clients

	Training: 75 hours
	Testing: Required <i>(certified home care aide test)</i>
	Certification: Required through the Washington State Department of Health
	Work Settings: A client's home

Home Care Aide

	Training: 75 hours
	Testing: Required <i>(certified home care aide test)</i>
	Certification: Required through the Washington State Department of Health
	Work Settings: A client's home, adult family home or assisted living facility

Nursing Assistant Certified

	Training: Required training through pre-approved program
	Testing: Required <i>(practicum also required)</i>
	Certification: Required through the Washington State Department of Health <i>(NAC certification and</i>
	Work Settings: A client's home, adult family home, assisted living facility, skilled nursing home or hospital

TIPS FOR JOB SEARCHING



Direct-care workers are in high demand all over Washington state. Whether you already have your certification or are looking for an employer who will help you become certified, you can find many resources available to you. See below for some tips on finding your ideal job.

FINDING A JOB AS AN INDIVIDUAL PROVIDER

- **Your local [Home Care Referral Registry](#)** can help you find one-on-one job search assistance, schedule training, and complete a background check.
- Once you are certified, you will have access to [Carina Care](#), a website that “matches” you with clients based on the preference you list in your profiles.

FINDING A JOB AS A HOME CARE AIDE OR A NURSING ASSISTANT-CERTIFIED

- **Use the [Home Care Agencies map](#) to search for and connect with home care agencies, assisted living facilities, and nursing homes in your area.** Contact them directly and ask them about current or upcoming opportunities to work as a home care aide or nursing assistant-certified.
- **Connect with your local WorkSource Center.** WorkSource can help you find employers looking for direct-care workers, including those employers who will pay or help pay for your training. WorkSource can also allow you to register for training and apply for jobs.
- **Use job search engines.** Some good keywords for your job search include: “home care aide,” “nursing assistant-certified,” and “caregiver.” Set up notifications so you can hear about newly posted job opportunities, whether for a Home Care Aide or a Nursing Assistant.

LONG-TERM CARE OPTIONS FOR CAREER GROWTH

Long-term care can be a lifelong career with excellent benefits. For those looking for growth opportunities, long-term care also provides many opportunities to move up in the field of health care. Below is a map of the options for career growth within the field of health care.

Individual Provider (Certified)

Certified individual providers work in their clients' own homes.



Home Care Aide (Certified)

Home care aides work in nursing homes, assisted living facilities and in clients' own homes.

Nursing Assistant-Certified

Nursing assistants-certified work in hospitals, nursing homes, assisted living facilities, adult family homes and clients' own homes.



Licensed Practical Nurse

Licensed practical nurses work in nursing homes, hospitals, client's homes and other settings.



Registered Nurse

Registered nurses work in hospitals, nursing homes and other settings.