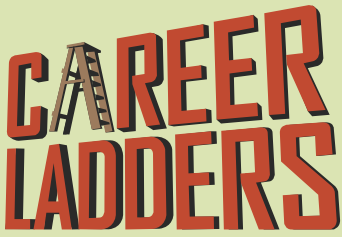


# HOME HEALTH AIDE



Home health aides are responsible for helping elderly, disabled, and ill persons live in their own homes or in residential care facilities by providing more personal and home care to the patient than family or friends can provide.

Employment opportunities in the health care field are currently at an exceptionally high level. No matter what the state of the economy, the demand for health care professionals will continue to grow. Individuals can start in entry-level occupations and advance their careers while enjoying the stability of employment. Also, individuals can start at the mid or advanced levels, depending on their education, training, and career goals. At each of the levels, there are many opportunities for more challenging and higher paying positions.

## SAGINAW VALLEY

Each ladder depicts a series of work experiences that leads to more challenging and higher paying opportunities. While every level of the ladder can provide a satisfying job, some employees will choose to gain even more skills and responsibilities that will advance them in their careers. To do so, they will need more education, training, and work experiences. Some jobs will require a certificate, a license, or an advanced degree.

CLIMBING THE CAREER LADDER

### ADVANCED LEVEL

Associate's, bachelor's, master's or doctorate degree required; must graduate from an accredited program; must obtain license or certification

**Physical Therapist**  
\$23.31-\$33.68/hour

**Registered Nurse**  
\$19.30-\$27.64/hour

### MID LEVEL

Associate's degree or graduation from an accredited program required; must obtain a license or certification

**Physical Therapist Assistant**  
\$14.55-\$20.57/hour

**Medical Records Technician**  
\$9.40-\$14.71/hour

**Respiratory Therapist**  
\$16.55-\$22.18/hour

### ENTRY LEVEL

Most occupations require a high school diploma or a graduate equivalency diploma (GED), three to six months training, and knowledge of medical terminology; certification is required in some of the occupations

**Home Health Aide**  
\$6.65-\$9.06/hour

**Medical Billers and Coders**  
\$7.65-\$24.46/hour

**Dental Assistant**  
\$8.35-\$16.20/hour

Wages will vary within this occupation based on the employee's education, training, and years of experience.

## JOB DESCRIPTION

Each occupation is described in terms of specific tasks and typical job duties.

### A HOME HEALTH AIDE MUST BE ABLE TO:

- Do whatever is needed for patient who cannot live alone without help
- Make it possible for the sick to stay at home instead of moving to a nursing home
- Work under the supervision of a registered nurse or physical therapist
- Read, write, and follow directions
- Report changes in the patient's condition to the nurse supervisor and keep records of patient care
- Check pulse and breathing rates, change bandages, and help the patient take his or her medicine
- Clean the patient's house, do laundry, and change the bed linens
- Plan meals, shop for food, and fix meals
- Assist the patient toward independent living when possible
- Be tactful, compassionate, stable, and cheerful
- Have a valid Michigan driver's license and reliable transportation

## WAGES

Wage information was obtained from the Michigan Department of Labor and Economic Growth and from local employers to give a general idea of the wages and salaries for this occupation.

## WAGE RANGE

\$6.65-\$9.06/hour

## WORKING CONDITIONS

The home health aide's daily routine and work environment may vary. Most aides work with a number of different clients, often visiting four or five a day. However, some aides may go to the same home every day for months or even years. Home health aides generally work on their own with periodic visits by their supervisors. They receive detailed instructions explaining when to visit the clients and what services to perform for them.

## EDUCATION AND TRAINING

Courses, programs, and certificates that are needed for employment are offered by local education and training providers.



### HIGH SCHOOL

- Completion of high school's Health Science Career Pathway and/or appropriate career and technical education classes
- Algebra
- Biology
- Career studies, such as the medical careers program at the Saginaw Career Complex and the nursing assistant/health careers program at the Bay-Arenac ISD Career Center
- Co-op experience
- Volunteer experience in a health care environment

### COMMUNITY COLLEGE

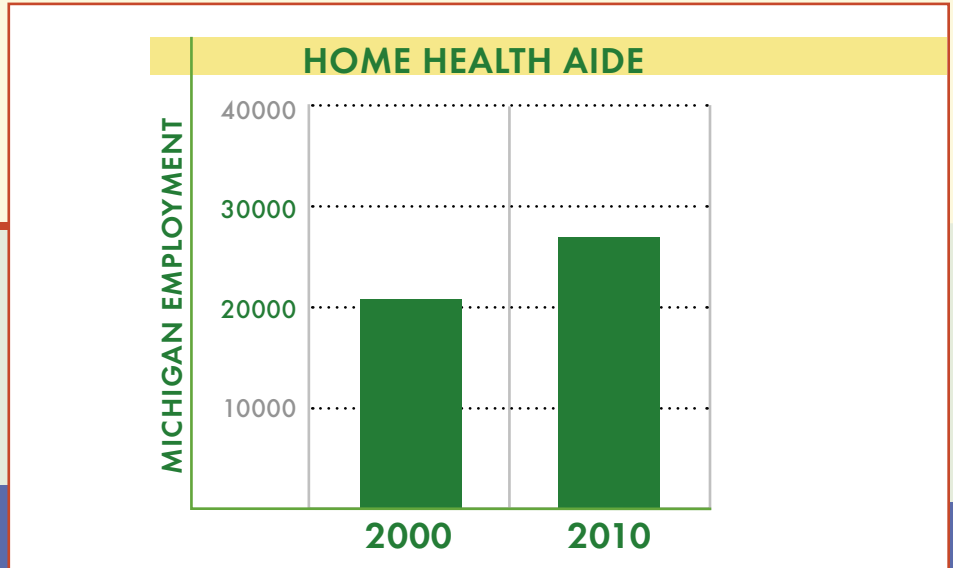
- Delta College – Workforce Development Center: certified nurse assistant program

### LOCAL EDUCATION AND TRAINING PROVIDERS

- Local school districts
- Bay-Arenac ISD Career Center
- Saginaw Career Complex
- Delta College
- On-the-job training from an employer
- Latoya's Health Education Treatment & Training Center

# JOB OUTLOOK

The rate of growth within this occupation is projected by data from local employers and the Michigan Department of Labor and Economic Growth.



## ADVANCEMENT

With more training, home health aides can become certified nursing assistants, medical assistants, licensed practical nurses, registered nurses, or physical therapists.

## WHAT THE EMPLOYER SAID



### WHAT DO YOU LOOK FOR IN A POTENTIAL EMPLOYEE FOR THIS POSITION?

"We look for someone who is dedicated and compassionate. They must be knowledgeable about their work and willing to go the extra mile for their patients and for the employer. We prefer employees who have their nursing assistant certification."

Jill Lenhard, program services supervisor  
Visiting Nurse Special Services

# STAR PROFILE

This interview is intended to show you what is needed to be a star employee.



**EMPLOYEE:**  
**SHIRLEY JONES**

**OCCUPATION:**  
**CERTIFIED NURSING ASSISTANT**

**COMPANY:**  
**VISITING NURSE SPECIAL SERVICES**

## TELL US HOW YOU ATTAINED YOUR CURRENT POSITION.

When I first started, I was a patient care worker. After a while I became a nurse assistant and I worked in a nursing home. Then I began working at the Visiting Nurse Special Services as a patient care worker. My supervisor asked me if I wanted to go further, and I said yes! Now I am a home health aide.

## DESCRIBE YOUR TYPICAL DAY.

I start at 7:30 a.m. at the Visiting Nurse Special Services office. I complete my paperwork and pick up my schedule for the day. I then go to my patients' homes and help them with basic personal care needs like shaving, bathing, and sometimes just visiting. I also provide health-related services, such as wound care. I have many of the same patients each week. I travel from one house to another. My patients look forward to seeing me. My day usually ends between 3:30 and 4:00 p.m.

## WHAT QUALITIES MAKE SOMEONE A "STAR" IN THIS OCCUPATION?

The number-one thing a star employee needs is to be patient. Sometimes the people we care for don't feel good and are not able to do as much as they usually do. Sometimes things just take longer. A star employee also has to like caring for people.

## WHAT TRAINING AND EDUCATION DID YOU NEED TO ENTER THIS POSITION?

Most patient care workers have a high school diploma or a GED. They then receive on-the-job training from their employer. I then earned my certification as a nursing assistant.

## WHAT DO YOU LIKE MOST/LEAST ABOUT YOUR JOB?

My favorite part of the job is caring for people who don't have anyone. I like going to their homes and cheering them up. I talk with them and listen to their stories. We have a ball! The thing that I like least is driving in the snow to get to a patient's home.

## WHAT ADVICE CAN YOU GIVE SOMEONE SEEKING A JOB IN YOUR FIELD?

If you are thinking about a job in this field, be sure that you like people, like helping them, and like doing things for them.

## ARE THERE ANY LICENSES OR CERTIFICATIONS NEEDED FOR YOUR POSITION?

There is no license or certification needed to be a home health aide but a valid Michigan driver's license is required.

## ACKNOWLEDGMENTS

The Career Ladders project began as a Saginaw County Vision 2020 initiative. To date, more than 300 individuals have been involved in the project. It is impossible to list them all, but the Comprehensive Education and Workforce Development Committee appreciates each one and the incredible participation by our major employers and educational institutions, as well as the support from the Arnold and Gertrude Boutell Memorial Fund, The Dow Chemical Company, The Dow Corning Foundation, the Fordney Club, the Hospital Council of East Central Michigan, the Michigan Department of Labor and Economic Growth, the National Tooling and Machining Association – Saginaw Valley Chapter, the Saginaw Community Foundation, the Saginaw County Business and Education Partnership, the Saginaw County Chamber of Commerce Foundation, Saginaw County's local school districts, Saginaw County's Promise, the Saginaw County Vision 2020, the Saginaw Future Inc., the Saginaw/Midland/Bay Michigan Works!, the Saginaw Township Business Association, the Saginaw Valley Manufacturers' Association, and the Saginaw Valley Tech Prep Partnership. We also want to thank NOVA for their guidance.

EQUAL OPPORTUNITY EMPLOYER/PROGRAM. AUXILIARY AIDS AND SERVICES ARE AVAILABLE UPON REQUEST TO INDIVIDUALS WITH DISABILITIES.