

Home Care Aide Training Grant Program

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Executive Office of Elder Affairs

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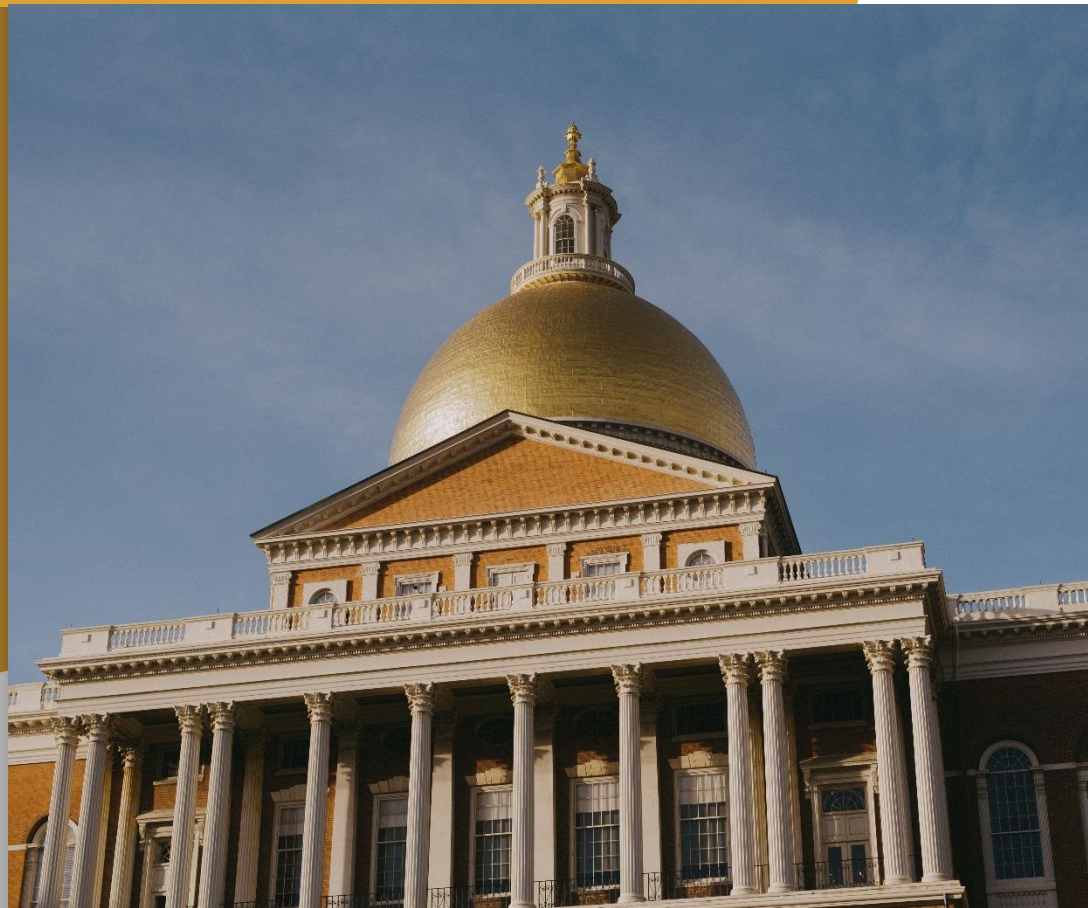


TABLE OF CONTENTS

Legislation	3
Training	4

SECTION 1 – LEGISLATION

The Home Care Aide Training Grant Program administered by the Secretary of Elder Affairs is focused on advanced skill training for the home care aide workforce that serves consumers of the elder home care program administered by the Executive Office of Elder Affairs. Line item 9110-1637 of Chapter 126 of the Acts of 2022, the Fiscal Year (FY) 23 Budget, requires the Executive Office of Elder Affairs to submit a report on March 1, 2023 to the house and senate committees on ways and means detailing:

- (i) the number of students currently enrolled in the online training program, outreach measures to encourage enrollment;
- (ii) the cost of the course to students, the number of students who have completed the course; and
- (iii) the number of former students currently working as home care aides in Massachusetts

This first report provides details for the current activities from July 1, 2022 through January 15, 2023 which includes the number of students currently enrolled in the online training program, outreach measures to encourage enrollment; the cost of the course to students, the number of students who have completed the course. Per legislative requirements, this first Home Care Aide Program report is being submitted mid-year and as a separate report from the annual Executive Office of Elder Affairs legislative report. Future Home Care Aide Training Grant Program details and efforts are recommended to be included in the annual legislative Executive Office of Elder Affairs report on a yearly basis starting in FY24.

SECTION 2 - TRAINING

The Home Care Aide Training Grant Program is focused on advanced skill training for the home care aide workforce that serves consumers of the elder home care program. Current FY23 efforts have been focused on:

- Home Care Aide Training Grant Program that funds the online Personal and Home Care Aide State Training (PHCAST);
- Advanced Skills online training for direct care workers to provide skill and subsequently career advancement.

The PHCAST curriculum teaches learners about the roles and responsibilities of a Home Care Aide, including skills like active listening, nutrition planning, housekeeping, working with consumers, recognizing abuse and neglect, handling emergency situations, and more. Previously, this course was provided only in-person and participants generally paid enrollment fees. EOEa has converted this curriculum into an online format accessible using a smartphone, tablet, or computer. The courses are at no cost for learners and learners can access the courses at any time and progress at their own pace.

Home Care Aides are a key part of the home care team providing care to older adults and individuals with disabilities. Home Care Aides support older adults so they can live comfortably in their homes and communities. There are several different types of Home Care Aides such as Homemakers who help with shopping, cooking, laundry, and tasks around the home like cleaning, doing dishes, and vacuuming and Personal Care Homemakers who provide direct hands-on care, such as help with bathing, dressing, hair care, and getting around.

The online version of the Homemaker course was launched in February 2021 in English. The online version of Personal Care Homemaker course was launched in English in December, 2022. At the same time, both the Homemaker and Personal Care Homemaker courses were made available in Spanish and Haitian Creole. EOEa has created a stand-alone [website](#) available in all three languages.

From July 1, 2022 through January 15, 2023:

- 2221 learners state-wide registered for PHCAST online
- 935 learners completed PHCAST online

Starting at the end of December, 2022, EOEa began a multi-pronged outreach initiative to both promote homemaking as a profession and PHCAST online as a means to train for the position specifically in Spanish and Haitian Creole media markets. This marketing campaign utilizes a

different funding source, America Rescue Plan Act, to support the work of the Home Care Aide Training Grant Program and has resulted in increases in learner registrations in December 2022 and January 2023.

EOEA continues to explore opportunities to connect course completers to potential employers and how best to track onboarding and employment of course graduates.

The Advanced Skills online training focuses on Home Care workers who provide personal assistance and health care support to older adults and people with disabilities in their homes and other community-based settings. There is ongoing need across the Commonwealth for greater access to upskilling and advanced training opportunities for this vital, yet often under resourced workforce. EOEA is offering online trainings for the third year for advanced certification.

FY23 trainings paid for by EOEA are scheduled to begin in February 2023 and continue through June 2023 for enrollees from home care providers. Training course topics include:

- Mental Health Supportive Home Care
- Alzheimer's Supportive Home Care
- Substance Misuse
- Social Isolation