

F.Compare 3: Maine DHHS Direct Service Workforce – Titles/Training Topics:  
 Grouping Categories – Based on setting and focus of program, job function and training

- 1: Institution/facility-based with focus on medical, illness-focused services.
- 2: Home-based with services focused on medical care or ADLs, with consumer-direction in varying degrees.
- 3: Res.Care/Program with focus on recovery/education, support to increase community integration and independence.
- 4: Home/Community-based setting and focus on consumer direction and/or community integration

Job Titles*:	Training Requirements	Training Topics		Job Functions						
		High	Low	Pers.Care ADLs/ IADLS	Meds Admin	Personal supervision**	Home-maker Services	Community and/or Work Support	Transport -ation	
1	CNA-M	CNA + 120 hours	Health/Safety, ADLs Medical Care, Regulatory, Documentation	Lower (relative) focus on consumer for school, work, community activities	✓ + vital signs	✓	✓			
	CNA	150 hours ( Change to 180 hours -1/1/2010)			✓ + vital signs		✓	✓ sect. 43		
	Mental Health Worker	CNA (plus MHRT-1 preferred)			✓		✓			
	Psych Tech	No Standard Training			?	✓		✓		
2	HHA	CNA + 16 hours Home Care orientation	Higher focus on Health/Safety, ADLs Medical Care, Regulatory, Documentation	Lower focus on consumer for school, community activities	✓ + vital signs		✓	✓ sect. 43		
	Unlicensed Assistive Personnel (PSS/PCA, Attendant)	50 hours (40hr. classroom + 10hr. practical)			✓	( ✓ Maine Care Sect. 2 only, with training)	✓	✓	✓	✓
3	ADCA	No Standard Training	Res. Care or program focused and consumer independence, integration. Staff focused on intervention strategies to support consumer.	Lower focus on ADLs, medical care, health & safety.			✓			
	Ed Tech	No Standard Training			( ✓ ? + )		✓		✓	
	CRMA	24-45 hours (per the setting)			✓	✓	✓			
	DSP	45 hours			✓ support to consumer		✓		✓	✓
	MHRT-1	68 hours (Mandt + CPR/ First Aid +MHSS)			✓ sect. 97	✓ sect. 97	✓		✓	
4	Employment Specialist	No Standard Training	Significant consumer role in determining services. Focus on communications, relationship, support.	Lower focus on health/safety, personal care tasks relative to other consumer interests (CD PA-varies)			✓		✓	✓
	CIPSS	50 hours							✓	
	Consumer- Directed PA	No Standard Training			✓	?		✓		

## F.Compare 3: Maine DHHS Direct Service Workforce – Titles/Training Topics:

### \*Job Title Key:

- ADCA: Alcohol and Drug Counseling Aide
- CIPSS: Certified Intentional Peer Support Specialist
- CNA: Certified Nursing Assistant
- CNA-M: Certified Nursing Assistant with medication training
- CRMA: Certified Residential Medication Aide
- Ed Tech: Education Technician 1
- Employment Specialist
- HHA: Home Health Aide
- MHRT-1: Mental Health Rehabilitation Technician, level 1
- OQMHP: Otherwise Qualified Mental Health Professional
- PCA: Personal Care Attendant
- PSS: Personal Support Specialist
- Psych Tech: Psychiatric Technician 1
- RCS: Residential Care Specialist (training replaced by MHSS-Mental Health Support Specialist)
- Unlicensed Assistive Personnel: See PSS, PCA, Attendant

**\*\*Personal supervision** or awareness of the member's general safety and whereabouts; observation or monitoring of the member to ensure and promote his/her health and safety; reminding the member to carry out activities of daily living or of important appointments; and assisting the member in adjusting to residence in the facility (defined in MaineCare Section 2 Rules (<http://www.maine.gov/sos/cec/rules/10/ch101.htm>)).