



# DIRECT PATIENT CARE PATHWAY

## MAINE'S HEALTHCARE INDUSTRY NEEDS YOU!

Even if you don't yet have any experience, health care facilities from hospitals to long-term care centers have openings to fill today. By 2025, Maine will need at least 3,200 new nurses! Other healthcare roles will have similar growth and need in the coming years.

## NOW IS A GREAT TIME TO ENTER THIS IN-DEMAND FIELD!

There are many opportunities for work and education in Western Maine. Read more to learn about how you can enter this field.

## WHAT DOES THIS PATHWAY LOOK LIKE?

There are many roles within **direct patient care** and many types of work environments. Below is an outline of the different jobs. As you move along the pathway from left to right, jobs increase in pay and amount of education needed. You can enter into this pathway at any point as long as you have the education needed for that level. You can also start in one position and as you work, continue to take classes to move along the pathway, or if you like it you can stay in that role.

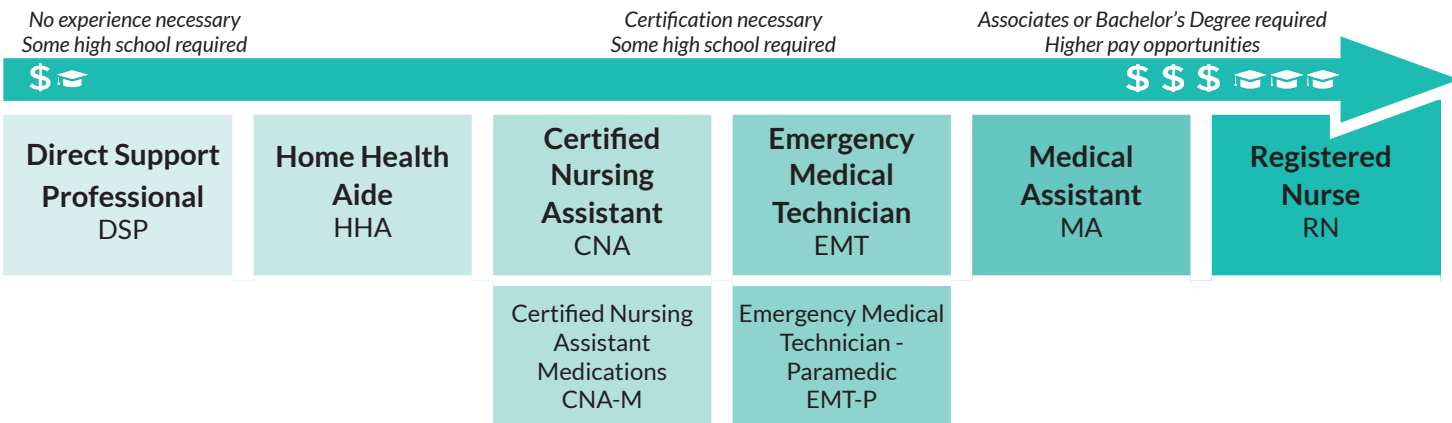
**DO YOU**  
Like working with people?

**ARE YOU**  
Interested in how the body works?

**DO YOU**  
Want to help people at any stage of their life from birth to death?

Then this may be a career pathway for you!

**Reality check.**  
The ooey-gooeys.  
Anyone in this field has to be able to handle all kinds of bodily fluids. And care for a patient's physical and mental health needs, sometimes all at the same time!

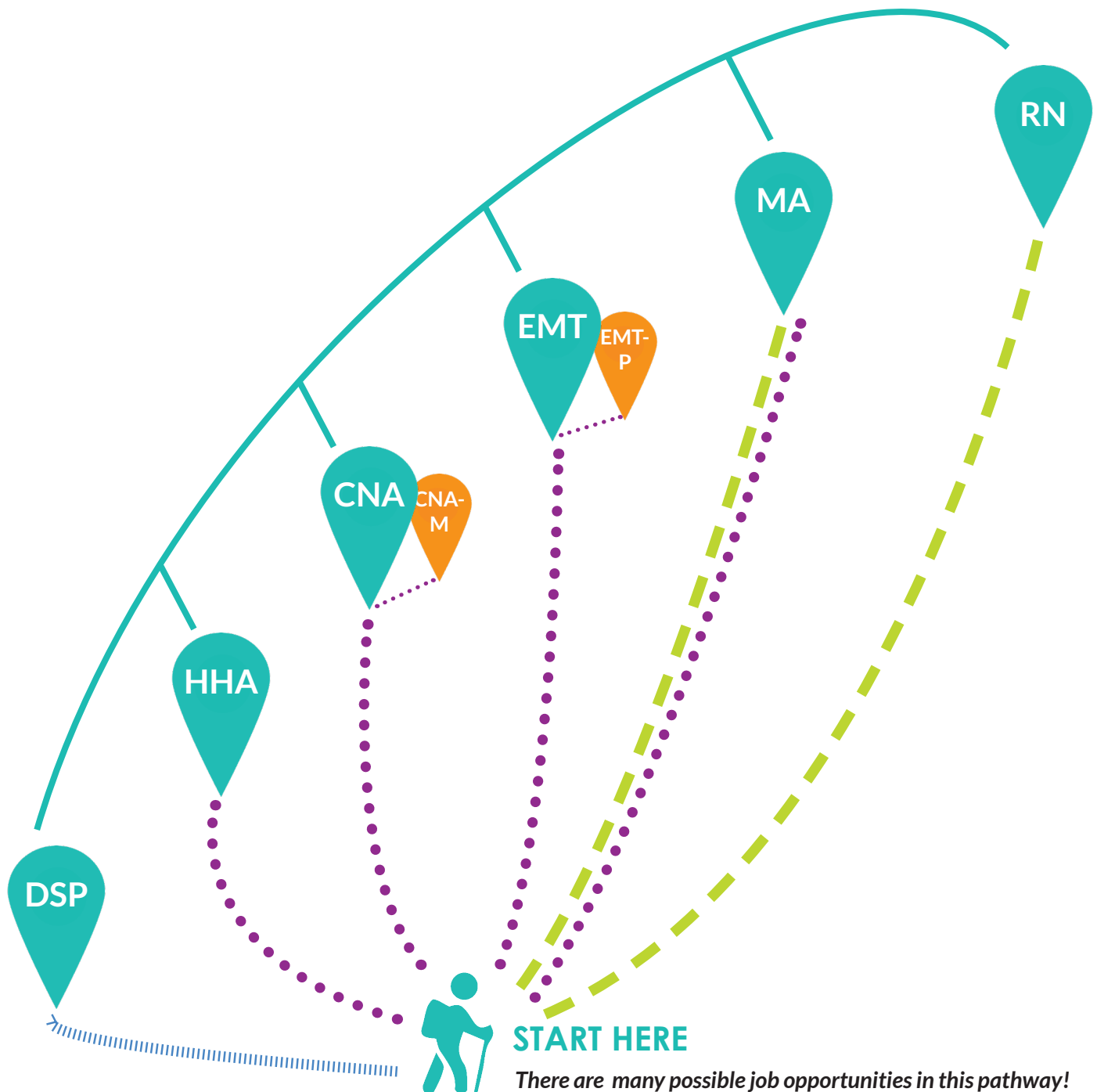


**ARE YOU INTERESTED?**  
TURN THE PAGE to find out more about what steps you can take!



<sup>1</sup> Maine workforce outlook 2015 to 2024. Center for Workforce Research, Maine Department of Labor. <http://www.maine.gov/labor/cwri/outlook.html>

# DIRECT PATIENT CARE PATHWAY



**START HERE**

**There are many possible job opportunities in this pathway!**

You can start at any place along the path as long as you have the experience or education needed for the role. You can also move up the path from one job to another once you have completed the right level of education.

For example, you could work as a DSP, take the CNA course and become a CNA; or you could be a DSP, enroll in a nursing program and become an RN, or you could even enroll in a nursing program and start there!

## PATHWAY KEY









- ||||| No experience needed
- Some education / training needed
- ■ ■ Associate's or Bachelor's degree needed

# DIRECT SUPPORT PROFESSIONAL (DSP) PERSONAL SUPPORT SPECIALIST (PSS)

## Job Description

Assist with Activities of Daily Living (ADLs); skill development; behavior management; identify need for medical assistance; communication

Work with older adults, persons with physical disabilities and conditions, and/or intellectual disabilities


	<b>Work Settings</b>	Patient homes; Nursing homes or residential care facilities; in the community with the person
	<b>Perks</b>	No experience or higher education needed, trainings provided by employers, flexible hours
	<b>Hours</b>	Full time, part time jobs with varying hours available depending on your availability
	<b>Starting Pay</b>	PSS/DSP starting wage estimate: \$9 per hour (\$18,720 yearly)
	<b>Requirements</b>	DSP: at least 18 years old and have a high school diploma/ GED PSS: at least 17 years old
	<b>Education</b>	<b>DSP:</b> 45-hour College of Direct Support training program, <i>within one year of hire date - talk with your employer about where to go (part of the course may even be offered at your work)</i> <b>PSS:</b> <a href="#">50-hr training program</a> at Office of Licensing & Regulatory Services - <a href="#">registration link</a> <i>within 9 months of hire date</i>
	<b>Cost of Program</b>	DSP: Talk with your employer PSS: \$200 (online training) - <b>employer may cover some costs - be sure to ask when you get hired!</b>
	<b>Length of Program</b>	DSP: 45 hour course (online and in person) PSS: Online training at your own pace (50 hours total) + 1 day demonstration test in person
	<b>Where to go in Western Maine</b>	DSP: Talk with your employer PSS: Course offered online - final test demonstration locations throughout the state - including: Bangor, Waterville, Saco, South Portland, Hallowell, Old Town
	<b>Other things to consider</b>	You will need a background check before you start. You will need internet to access the online course. There is no license that you need or future recertification that you have to complete.


# HOME HEALTH AIDE (HHA) CERTIFIED NURSING ASSISTANT (CNA)


CERTIFIED NURSING ASSISTANT - MEDICATIONS CNA-M


## Job Description


Assist with Activities of Daily Living (ADL)s, including assistance with bathing, dressing, skin and hair care; getting in and out of bed; feeding patients; using the bathroom; help with care and treatment; change bed linens; and escort patients in facility  
Work with older adults, persons with physical disabilities and conditions, and/or intellectual disabilities


 **Work Settings** Patient homes; Nursing homes or residential care facilities; Hospitals


 **Perks** This job may help you to get a foot in the door to medical facilities. Chance to choose a work environment that relates to your interests. Good to see if you want to become a nurse.


 **Hours** *People need care 24-7!*  
Shifts may be during the day or night  
Full time, part time jobs available


 **Starting Pay** CNA starting wage estimate: \$12 per hour (\$24,960 yearly)  
CNA-M makes slightly more than a CNA  
HHA Starting wage estimate: \$10 per hour (\$20,800 yearly)  
Sometimes there are hiring bonuses!


 **Requirements** CNA / HHA : at least 16 years old and have completed 9th grade  
Immunization record, including recent PPD test - ask what records you need when you sign up!  
Pass a reading comprehension exam (TABE or CASAS test, depends on the program)  
CPR - you can usually get this when you are taking the CNA class  
CNA-M: 10th grade equivalency or higher and have been a CNA or at least 1 year

 **Education** Completion of 180-hour CNA Training Program and be listed on ME Registry of CNAs  
Pass CNA exam (written test and skills demonstration)  
CNA-M is an additional certification that you can earn which allows you to administer selected medications to patients after at least one year of full time employment as a CNA; requires additional training and exam  
HHAs also take CNA course, but if working as an HHA do not need to be listed on the Registry of CNAs

 **Where to go in Western Maine** [Adult Education](#) programs often have CNA courses. (for example: Farmington, Mexico, and plenty more)

 **Length of Program** 180-hour CNA Training Program course  
Courses can range from 9-17 weeks per course (often they will be 12-14 weeks, or a semester)  
Courses may be at different times of the day, often they are in the late afternoon or evening  
CNA-M is a 100-hour additional course (after you have at least 1 year of experience as a CNA)

 **Cost of Program** Range from \$600-\$1300 for the course (usually includes your textbook ) -- ask before you sign up!  
Scrubs; wrist watch and appropriate shoes -- ask before you sign up!  
**Ask potential employers about tuition reimbursement programs**  
CNA-M course is about \$1,000  
For **scholarship information**, go to the [Maine Career Center](#) (located in Lewiston) - they can help with tuition for CNA or RN programs

 **Other things to consider** You will need a background check before you start.  
You will need to successfully pass the CNA exam; become listed on the Maine Registry of Certified Nursing Assistants (no fee); CNA-M also requires testing, registry, and renewal  
You will need to receive at least 12 hours of in-service training each year (usually provided by your employer); and renew your listing on the CNA Registry every 24 months (no fee)  
**Ask potential employers about tuition reimbursement programs**, sometimes you can commit to working with an employer for a period of time and they will pay or help you pay for your CNA certification

# EMERGENCY MEDICAL TECHNICIAN (EMT)

ADVANCED EMERGENCY MEDICAL TECHNICIAN A-EMT

## PARAMEDIC (EMT-P)

### Job Description

EMTs care for sick and injured people in emergency settings. EMTs play a crucial role in saving lives through their quick, competent care. EMTs respond to emergency calls, performing medical services and transporting sick and injured people to medical facilities.



### Work Settings

EMTs work in emergency medicine, so go to wherever a patient is having an emergency. This could be anywhere! From someone's home to a car accident on the highway.



### Perks

Good pay; can get the required education in 1 semester; great intro to diverse types of medicine; every day is different; opportunity to help people and advance your career. Good to see if you want to become a nurse.



### Hours

**People need care 24-7!**  
Shifts may be during the day or night  
Full time, part time jobs available



### Starting Pay

EMT starting wage estimate: \$11 per hour (\$22,880 yearly)  
Paramedic starting wage estimate: \$15 per hour (\$31,200 yearly)



### Requirements

EMT: at least 16 years old. If under 18 you need a junior supervision plan and parental consent. Some positions require a GED/diploma.  
Up to date immunizations  
CPR at the Healthcare Provider level (you must have your CPR certification before starting the course and keep it active while you work as an EMT)



### Education

Certification for EMT, Advanced EMT, and Paramedic  
You can also earn an Associate's in Applied Science (Emergency Care Degree to be a Paramedic)



### Where to go in Western Maine

**EMT Course:** Kennebec Valley Community College (KVCC) [Institute of Workforce Training](#) (Fairfield); [United Training Center](#) (Lewiston); [Atlantic Partners EMS](#) lists courses throughout Maine (including KVCC courses); you can also visit the state of Maine.gov [EMS Training](#) site for listings of all types of emergency related trainings  
**CPR Course:** KVCC *Institute of Workforce Training and Professional Development, Adult Education, or Red Cross Programs*  
[KVCC](#) Advanced Emergency Care program: You have the option of exiting after each certificate level or completing the entire degree (*certificate levels include EMT, Advanced EMT, and Paramedic upon completion of the Advanced EMT Emergency Care Certificate*); education also includes field training hours



### Length of Program

CPR Healthcare Provider course takes 1 day (8:00am-4:00pm)  
EMT courses can be completed in a semester (12-14 weeks). At KVCC the EMT class is 1 day per week from 8am-5pm; at United Training Center courses are 15 nights over a semester + online work  
**KVCC Advanced Emergency Care Degree (AS):** 2 year full time program



### Cost of Program

CPR, \$65 through the KVCC *Institute of Workforce Training and Professional Development*  
United Training Center \$995 (includes text, EMT test prep, background check)  
KVCC EMT course \$864  
KVCC Advanced EMT program is 12 credits (\$92 per credit hour, total \$1,104)  
KVCC Advanced Emergency Care Degree (Paramedic + Associate in Applied Science) 69 credits (\$92 per credit hour, total \$6,348)  
[Plus other College fees](#) (KVCC)  
**Make sure to think about Scholarships and Financial Aid to help pay for your education:**  
*Talk with your program (and financial aid office) about scholarships at the college or university; Financial aid / Pell grants; [FCnet](#) scholarships for Franklin County students returning to education or training programs; [FAME Maine](#) Scholarship search*



### Other things to consider

You will need a background check before you start.  
You will need to successfully pass the EMT exam and become licensed.  
You will need to be good in emergency situations, able to perform physical duties, such as crawling on uneven ground or lifting at least 100 pounds.

# MEDICAL ASSISTANT (MA)

Other certifications for this role are abbreviated as RMC, CCMA, CMA

## Job Description

Trained to perform both clinical and administrative tasks. Works alongside the provider gathering and maintaining comprehensive and accurate electronic health records. Provide direct patient care and education, obtain and perform diagnostic tests, and assist with a variety of in office clinical procedures.



### Work Settings

Hospitals; Ambulatory health care (all types of provider settings); public health facilities



### Perks

This job may help you to get a foot in the door to medical facilities. Good to see if you want to become a nurse.



### Hours

**People need care 24-7!**  
Shifts may be during the day or night  
Full time, part time jobs available



### Starting Pay

MA starting wage estimate: \$12 per hour (\$24,960 yearly)



### Requirements

At least 18 years old. If under 18 you have to have a junior supervision plan and parental consent.  
High school GED/diploma  
Up to date immunizations; Physical exam; Professional liability insurance; Health insurance  
CPR at the Healthcare Provider level



### Education

Certificate OR Associate's Degree  
CPR certification (can be earned through Adult Education, Red Cross, Community College)



### Where to go in Western Maine

Certificate: [Spruce Mountain Adult Education](#) (Livermore Falls), or other [Adult Education Program](#)  
Associate's: [Kennebec Valley Community College](#) (KVCC) in Fairfield  
Associate's: [Central Maine Community College](#) (CMCC) in Auburn



### Length of Program

**Spruce Mountain Adult Education:** 16 weeks  
**KVCC:** 2 year program (full time) - Associate's Degree  
**CMCC:** 2 year program (full time) - Associate's Degree



### Cost of Program

**Spruce Mountain Adult Education:** \$3,000 (national certification, 6 practice exams, online study guide materials, books, resume assistance, and all other associated fees)

**KVCC Tuition:** \$92/credit hour for 64 hours = \$5,888

**CMCC Tuition:** \$92/credit hour for 62-64 hours = \$5,704-\$5,888)

Plus other college fees: [KVCC](#), [CMCC](#)

**Make sure to think about Scholarships and Financial Aid to help pay for your education:**  
Talk with your program (and financial aid office) about scholarships at the college or university; Financial aid / Pell grants; [FCnet](#) scholarships for Franklin County students returning to education or training programs; [FAME Maine Scholarship search](#)



### Other things to consider

You will need a background check before you start.



# REGISTERED NURSE (RN)

## Job Description

Assess patient health problems and needs; develop and implement care plans; maintain medical records; administer nursing care; advise patients on health maintenance and disease prevention; case management



### Work Settings

Hospitals; Ambulatory health care (all types of provider settings); public health facilities Hospitals; Ambulatory health care; Nursing and residential care facilities; Patient homes; Schools; Camps



### Perks

Very good pay that only requires Associates. Chance to choose a work environment that relates to your interests. Lots of opportunities to advance. High demand all over Maine!



### Hours

**People need care 24-7!**  
Shifts may be during the day or night  
Full time, part time jobs available



### Starting Pay

Starting wage estimate: \$22.32 per hour (\$46,420 yearly)  
*Sometimes there are hiring bonuses*



### Requirements

PAX-RN Exam or HESI test  
Visual Acuity exam; Up to date immunizations  
Coursework in: Algebra, Chemistry, Biology, Anatomy & Physiology, English  
CPR certification



### Education

Community College or University to earn either:  
ADN - Associates in Nursing or BSN - Bachelor's in Nursing  
*Your education also includes training hours in the field.*



### Where to go in Western Maine

[Kennebec Valley Community College](#) (KVCC) in Fairfield  
[Central Maine Community College](#) (CMCC) in Auburn  
[Maine College of Health Professions](#) (MCHP) in Lewiston  
[University of Maine Augusta](#) (UMA) online program (degree through UMaine Fort Kent, clinical education can be located near where you live -- check with program before applying)  
CPR can be earned through Adult Education, Red Cross, Community College



### Length of Program

**KVCC:** 2 year program (full time) - ADN  
**CMCC:** 2 year program (full time) - ADN  
**MCHP:** 2 year program (full time) - ADN  
**UMA:** 4 year program (full time) - BSN  
Day, evening, and online classes available depending on program  
Nursing courses require students to participate in approximately 18 to 24 hours per week of classroom and clinical activities



### Cost of Program

**KVCC Tuition:** \$92/credit hour for 69 hours, total \$6,398  
**CMCC Tuition:** \$92/credit hour for 68 hours, total \$6,256  
**MCHP Tuition:** \$292/credit hour for program specific courses; \$236/credit hour for general education tuition, total approximately \$16,000  
**UMA Tuition:** \$233/credit for minimum of 120 credit hours, total \$27,960  
*There are many other fees that accompany going to nursing school, be sure to look for any additional application fees, books, materials; professional liability insurance; lab fees; personal health insurance; uniform costs; background check fee (fees can add up! In some schools, it may be \$300+ per semester)*  
**Make sure to think about Scholarships and Financial Aid to help pay for your education:**  
*Talk with your program (and financial aid office) about scholarships at the college or university; Financial aid / Pell grants; [Maine Career Center](#) (located in Lewiston) - they can help with tuition for CNA or RN programs; [FCnet](#) scholarships for Franklin County students returning to education or training programs; [FAME Maine](#) Scholarship search; [National Health Service Corps](#) - loan repayment program (once you have your RN) or scholarships*



### Other things to consider

You will need a background check before you start.  
You will need to pass the NCLEX-RN exam; obtain your Maine Nursing License (\$75 fee); renewal is \$75 every 2 years

# WHAT YOU CAN DO NEXT!

## LEARN MORE ONLINE OR IN PERSON

**Western Maine Area Health Education Center (AHEC)** to learn more about job shadowing, possible career options, how to get the education you need, and how to pay for it.

Visit the website at [www.franklinahec.org](http://www.franklinahec.org)

Call Tania Dawson, AHEC Director at (207) 779-2554 or e-mail her at [tsdawson@fchn.org](mailto:tsdawson@fchn.org)

**Adult Education** programs offer many classes and even some certificate programs. They are a great resource for learning more about career options and what education you might need to pursue that career. There are many locations in Western Maine, including in Farmington, Mexico, and plenty more.

Visit [maineadulted.coursetorm.com](http://maineadulted.coursetorm.com) to find out where classes are offered.

**Maine Career Center** to learn more about employment and training services. Located in Lewiston.

Visit the website at [www.mainecareercenter.gov](http://www.mainecareercenter.gov)

Visit the office at 5 Mollison Way, Lewiston, Maine

Call (207) 753-9001 or toll free at 1-800-741-2991

E-mail [lewiston.careercenter@maine.gov](mailto:lewiston.careercenter@maine.gov)

## If you are interested in these careers, you may also consider higher levels of care that require more education and training than Registered Nurse, such as:

**Nurse Practitioner (Advanced Practice Registered Nurse, APRN)** -- you can specialize in family medicine, pediatrics, women's health, midwifery, psychiatry, geriatrics, emergency medicine, and find work in many different types of settings from hospitals to ambulatory settings. This position requires a Master's Degree.

**Physician's Assistant (PA)** -- this role is in between being an APRN and a doctor -- you can specialize in many different types of health care and work in a variety of settings from hospitals to ambulatory care centers. This position requires a Master's Degree.

**Doctor of Medicine (MD)** -- this role is the highest level of care -- you can specialize in many different types of health care and work in a variety of settings from hospitals to ambulatory care centers. This position requires a Doctorate Degree.

**Doctor of Osteopathy (DO)** -- this role has similar training to an MD, however DOs receive additional training in the musculoskeletal system (system of nerves, muscles, and bones) and are more focused on a "whole person" approach. This position requires a Doctorate Degree.

## If you are interested in working in the medical field and doing more technical work with patients, you might consider:

**Phlebotomy** -- in this role you would draw blood for tests, transfusions, research, or blood donations. There are many possible settings for this job from hospitals to ambulatory care to nursing homes and more. This position requires a Certificate, which can be earned at [Kennebec Valley](#) or [Central Maine](#) Community College or through [Adult Education](#) programs.

**Other health care jobs to explore include:** Lab tech, radiologic tech, pharmacy tech, pharmacist, health information management.