

In Massachusetts, there are three levels of HCAs that provide services to clients, with additional specialties for Home Health Aides:

Homemakers (Home Care Aide I; HMK)

- **Tasks:** Provide assistance with tasks such as shopping, menu planning, meal preparation, laundry and light housekeeping
- **Initial Training:** 40 hours of training
- **Ongoing Training:** 6 hours of additional trainings each year

Personal Care (Home Care Aide II; PC)

- **Tasks:** Assist members with tasks such as bathing, dressing, foot care, denture care, shaving, eating and ambulation
- **Initial Training:** 40 hours of homemaker training and 20 hours of personal care training (60 hours total)
- **Ongoing Training:** 6 hours of additional trainings each year

Home Health Aides (Home Care Aide III; HHA)

- **Tasks:** Provide hands-on personal care, perform simple procedures as delegated by a nurse or therapist, offer assistance in ambulation and exercise, and provide assistance in administering medications that are ordinarily self-administered
- **Initial Training:** 60 hours of personal care homemaker training and 15 hours of home health aide training (75 hours total)
- **Ongoing Training:** 12 hours of additional trainings each year

Supportive Home Care Aides – Mental Health and Alzheimer’s (SHCA)

- **Tasks:** Same as HHA with advanced training to support members with mental and behavioral health needs
- **Initial Training:** 75 hours of home health aide training and 12 hours of additional training for each track (87 hours total)
- **Ongoing Training:** 12 hours of additional trainings each year

Hospice Aides

- **Tasks:** Provide hands-on personal care, perform simple procedures as delegated by a nurse or therapist, offer assistance in ambulation and exercise, and provide assistance in administering medications with members in hospice
- **Initial Training:** 75 hours of home health aide training and 16 hours (recommended) of additional training for hospice (91 hours total)
- **Ongoing Training:** 12 hours of additional trainings each year

(From Massachusetts Home Care Alliance: <https://www.thinkhomecare.org/page/careersinhomecare>)

Basic requirements for all Home Care Aides (HCA):

- Must be able to read and write
- Can communicate effectively with members and agency staff
- Can follow care plan directions and schedules
- Pass a criminal background check

What kind of home care does my member need?

Tufts Health Plan Senior Care Options



Task	Homemaker	Personal Care	Home Health Aide (incl. SCHA/ Hospice Aide)
Light housework: <ul style="list-style-type: none"> • Vacuuming • Dusting • Dry mopping • Dishwashing • Cleaning the kitchen and bathroom • Changing bed linens • Emptying trash 	X	X	X
Laundry <ul style="list-style-type: none"> • Wash and dry personal clothes • Wash and dry linens and bedding 	X	X	X
Shopping	X	X	X
Meal preparation: <ul style="list-style-type: none"> • Menu planning • Preparation of light meals 	X	X	X
Bathing		X	X
Foot care		X	X
Grooming: <ul style="list-style-type: none"> • Hair care • Nail care • Shaving • Skin care 		X	X
Dressing		X	X
Personal appliances: <ul style="list-style-type: none"> • Denture care • Cleaning of hearing aids 		X	X
Elimination		X	X
Assistance with transfers/ambulation		X	X
Medication reminders			X
Less than 50% weight bearing			X
Bed care		Only if member is at least 50% weight bearing	Only if member is at least 50% weight bearing
Active participation in an exercise regimen prescribed by therapist or physician			X
Feeding member with difficulty swallowing			X

From the MA Council for Home Care Aide Services, 2013
(now the Home Care Aide Council <https://www.hcacouncil.org/>)