

Maine DHHS Direct Service Workforce: Summary Chart 1: Programs and DSW Titles Employed

A/ #2a: Summary Points in the Table: (see Key – page 2 for abbreviation listings and reference documents ***)

- 26 publicly funded programs in Maine employ entry-level staff to perform personal care and/or direct support services to consumers (count includes titles that do not require college-level training and includes reference to out-dated –PCA/RCS and non-specific - “unlicensed assistive personnel” title references);
- 14 of the 26 programs utilize workers with job titles that are considered unlicensed;
- 24 different job titles are listed across the 26 programs to reference these entry-level staff that provide direct care or support to consumers;
- 9 of the entry-level direct care/support titles have responsibilities for providing personal care;
- 13 of the 24 titles have title-specific training requirements

Job Titles**>	Unlicensed Assistive Personnel/ PCA/PSS/or Attendant	CNA	CNA-M	HHA	DSP	CRMA	MHRT-1	Other direct service job titles employed by the programs
Programs*:								
MaineCare:	✓	✓	✓					Unlic. Asst + Unlic med. Asst.
Sect 2								
Sect 6	✓					✓		RCS, “untitled other”
Sect 12	✓							
Sect 17						✓	✓	MHRT-C, CIPSS, Employ. Spec.
Sect 19	✓	✓		✓				
Sect 21			✓		✓	✓		MHRT-C, Empl. Spec.
Sect 22	✓							
Sect 26		✓						“other”
Sect 29			✓	✓	✓	✓		Employ. Spec.
Sect 40				✓				
Sect 41								OQMHP-day treat.
Sect 43		✓		✓				
Sect 67		✓	✓					
Sect 96	✓	✓	✓	✓				Family Service Prdr
Sect 97							✓	PNMI Provider OQMHP-PNMI, ADCA
Medicare		✓	✓	✓				
OES								
Ch5/Sec 61	✓							
Ch5/Sec 62	✓							
Ch5/Sec 63	✓	✓	✓	✓				Family Serv. Prdr, Handyman
Ch5/Sec 68								unspecified
Ch5/Sec 69	✓							
MHMR								
14.193/6A	✓							“qualified- mental health/ personal care worker”
14.197/14	✓							
OSA								ADCA
DOE								Ed Tech
Psych Inst								Mental Health Worker-1, Psychiatric Technician

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**Maine DHHS Program Key

MaineCare	
Sect 2	Adult Family Care Services
Sect 6	Assisted Living Services
Sect 12	Consumer-Directed Attendant Services
Sect 17	Community Support Services
Sect 19	HCBS- Adults/Waiver
Sect 21	HCBS- MR/Waiver
Sect 22	HCBS – Physical Disability/Waiver
Sect 26	Day Health Services
Sect 29	Community Support/MR
Sect 40	Home Health Services
Sect 41	Day Treatment Services
Sect 43	Hospice Services
Sect 67	Nursing Facility Services
Sect 96	Private Duty Nursing and Personal Care Services
Sect 97	Private Non-Medical Institution Services
OES	Office of Elder Services DHHS
Ch5/Sec 61	Adult Day Services
Ch5/Sec 62	Congregate Housing
Ch5/Sec 63	In-Home and Community Support services
Ch5/Sec 68	Respite Care– Alzheimers and Related Disorders
Ch5/Sec 69	Homemaker Services
Ch5/Sec 73	See MaineCare Sect 12: Consumer-Directed
MHMR	Mental Health/Mental Retardation
14.193/6A	Private Non-Medical Mental Health Facilities
14.197/14	Consumer Directed Personal Assistance Services
OSA	Office of Substance Abuse
DOE	Department of Education
Psych Inst	Psychiatric Institutions/Hospitals
Medicare	See home care programs and Home Health Aides

**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

***Source Documents for policy and rules:

1. Table with full program and worker descriptions: See Muskie School document entitles: *Profile of Employment of Direct Service Workers in Maine DHHS Programs*

2. Reference Sources for Maine DHHS Policies and Rules:

MaineCare programs and reimbursement rates information:

MaineCare Benefits Manual, DHHS 10.144 Chapter 101: <http://www.maine.gov/sos/cec/rules/10/ch101.htm>

Maine Board of Nursing: <http://www.state.me.us/boardofnursing/>

Maine Department of Labor rules: <http://www.maine.gov/sos/cec/rules/12/chaps12.htm>

Maine Department of Education: <http://www.maine.gov/education/>

Maine DHHS, Division of Licensing and Regulatory Services:: <http://www.maine.gov/dhhs/dlrs/>Maine DHHS, Office of Elder Services, DHHS 10.149 <http://www.maine.gov/sos/cec/rules/10/chaps10.htm#149>

Maine DHHS, Office of Substance Abuse: <http://www.maine.gov/dhhs/osa/>