

Oregon Home Care Jobs

Make a difference in someone's life and have the flexibility you need to live yours



- Home care is a profession that touches most Oregonians in some way, which is one reason there is an increasing demand for home care workers in the state.
- A recent study projects that Oregon will need to fill 36,000 job openings in home care by 2030 to meet this demand.

But first, what is Home Care?

A job with a purpose.

The home care profession supports:

- Older adults
- People of all ages with disabilities
- People with behavioral and mental health needs

Working in home care makes a real difference in people's lives, supporting them with **daily tasks** like dressing and transportation and **daily activities** like grocery shopping.



- This work makes a difference in someone's life, supporting them to live more independently and direct their own lives.
- Days can be hard, physically and emotionally.
- And they can also be filled with joy. Many care providers describe moments of laughter, dancing and painting.



There is a need for applicants ...

- In **every county** across Oregon
- From people of **all cultures** including those who speak languages other than English
- No home care or **healthcare experience is needed** to apply

Note: this campaign focuses on jobs through the state to support people receiving Medicaid services.

Oregon Home Care Commission

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- There are jobs available in every county across the state, which means that individuals considering applying can work close or in their home communities.
- There is a need for applicants from people of all cultures and in all languages. Many people prefer care from someone who share some things in common.
- Regardless of whether they have ever worked in home care before or have healthcare experience or training.

The jobs referenced here are **through the state** as opposed to jobs available for private companies. There are also home care roles to work with private companies that provide care. This campaign, however, is referring to jobs that support individuals already receiving Medicaid support.

There are four types of home care jobs

Apply for more than one!

Homecare Workers	Personal Care Attendants	Personal Support Workers	Personal Support Worker Job Coaches
Support older adults and people with physical disabilities. Help with daily tasks, personal care and mobility to help people live more independently.	Support people with behavioral or mental health needs. Assist with daily living activities, medication reminders and coping strategies.	Support children and adults with intellectual and developmental disabilities (I/DD). Help with daily living, personal care and life skills at home and in their community.	Support people with intellectual and developmental disabilities (I/DD) to get, learn and keep the jobs of their choice in the workplace.

- Applicants are encouraged to apply for one or more roles as they can work in more than one position at the same time.
- Each role supports a different group of people. There are slightly different application processes for each.

Meeting the demand

This campaign will:

- Attract and retain home care workers
- Deepen people's understanding and value of the profession



- To meet the demand, Oregon Department of Human Services and Oregon Health Authority, have partnered on an effort to be sure people know about the jobs available and make the process to apply as easy as possible.
- Home care has been a critical role for centuries, promoting independence, dignity and the highest quality of life possible for the individuals in need of care by offering customized care in familiar settings and creating the conditions for social connection at home or out in the community.
- Home care also leads to better health outcomes; It is also less expensive for those receiving care and taxpayers than hospital visits and care in an institution like a nursing home.

The campaign

April 2025 – March 2026

- **Updated website** in eight different languages
- **Increased accessibility:** materials in eight languages, application / enrollment navigators
- **Social ads** on Facebook, Instagram and LinkedIn
- **Display ads** on popular sites online like news, weather and entertainment sites
- **Ads in popular places** like grocery stores, libraries and bus stops
- **Partnerships** and a **toolkit** to support their efforts



Home care is a
career that takes
care of you.



OregonHomeCareJobs.com



The image here is an example of the campaign that you might see on the side of a bus shelter. The QR code directs people back to the website.

Why choose Home Care?

- **Flexibility** in hours and days worked
- Benefits like **overtime and health insurance**
- **Free** — and **sometimes paid** — **training*** to:
 - Earn certifications that lead to higher pay
 - Learn the skills you need to do the job well
 - Get experience to start a new or different career

*Most trainings are **available online** and in person and **have interpretation services**.



Oregon Home Care Commission

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- The Home Care profession offers perks.
 - In addition to working in a field with a purpose, home care work provides flexibility. Home care professionals can choose who they work with and set their hours and schedules with the people they support.
- The roles offer overtime and paid time off, and healthcare and retirement savings options. Hourly pay increases are available based on the number of hours worked or with additional certifications attained.
- Free training ensures people feel comfortable and confident in the role. They also provide hours / experience needed to jumpstart a first-time or new career. For some trainings you are paid when you attend.
- Other benefits include:
 - Overtime pay
 - Dental and vision coverage
 - An Employee Assistance Program
 - OregonSaves retirement savings account
 - These home care roles start at \$20 an hour— more than minimum wage.

****Most trainings are available online and in person and have interpretation services.***

People already providing care ...

- Can access **free and additional resources** and training opportunities to grow their skills.
- Who are not certified may be eligible to get a provider number and **paid for their work if the person they are supporting** receives Medicaid-funded services and support.

Jumpstarting careers

Home Care can be a **lifelong career**, a part-time job or a jumpstart into a new or different line of work.

Home care can provide experience for careers in:

- **Health and healthcare** like nursing, medical technicians and medical assistants
- **Mental / behavioral health** like social work and counseling
- **Education** including specialties for students with disabilities

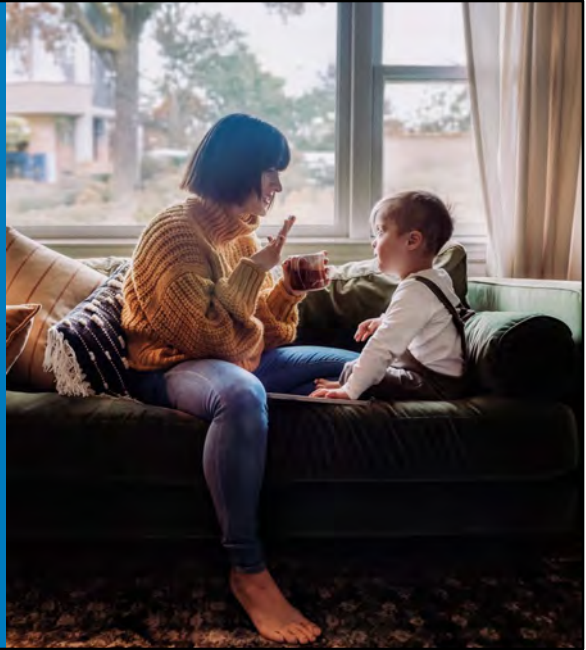


Eligibility:

Applicants must:

- Be 18 years old or over
- Live in Oregon or within 75 miles of the Oregon border
- Be authorized to work in the United States
- Pass a background check*

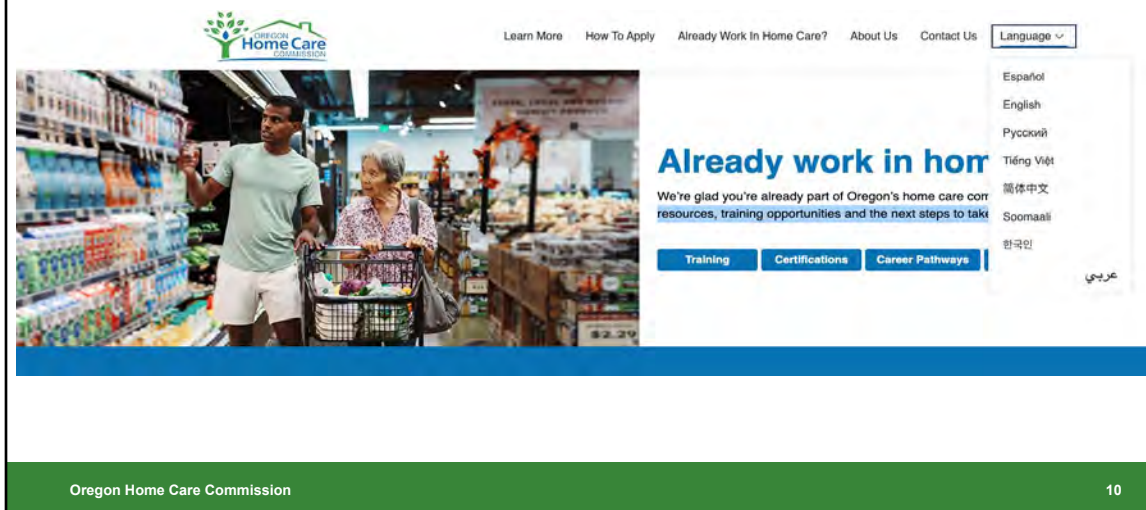
*Not all convictions prevent hiring



Below are the potentially disqualifying convictions and abuse history that might keep someone from working in home care:

- [List of potentially disqualifying crimes for providers](#)
- [List of potentially disqualifying abuse for providers](#)
- [Weighing test for providers with PDQs](#)

Website with materials in multiple languages



- The updated website also offers materials in multiple languages.
- It has resources for applicants and also for people already working in home care.

About OregonHomeCareJobs.com

Find information about the different roles and directions for applying

The screenshot shows the Oregon Home Care Commission website. At the top, there is a navigation bar with links: Learn More, How To Apply, Already Work In Home Care?, About Us, Contact Us, and Language. Below the navigation bar is a form titled "Which group of people are you most interested in supporting?". The form has three radio button options: "Older adults or individuals with physical disabilities", "Individuals with intellectual or developmental disabilities (IDD)", and "Individuals experiencing behavioral health issues". Below the options are "Next" and "Reset" buttons. Underneath the form, there are four job role cards arranged in a 2x2 grid. Each card features a circular profile picture, a title, and a brief description of the role. The roles are: Home Care Workers (HCW), Personal Support Worker (PSW), Personal Care Attendant (PCA), and Personal Support Worker Job Coach (PSWJC).

Which group of people are you most interested in supporting?

☐ Older adults or individuals with physical disabilities

☐ Individuals with intellectual or developmental disabilities (IDD)

☐ Individuals experiencing behavioral health issues

Next

Reset

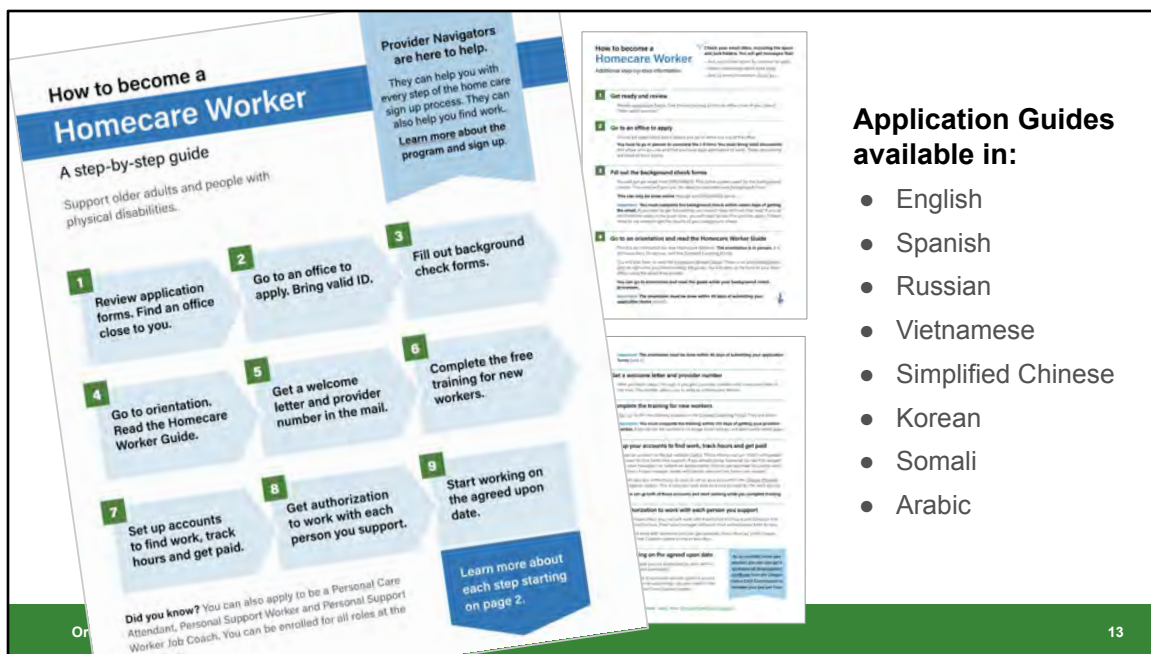
Home Care Workers (HCW)
Provide in-home care for older adults and people with physical disabilities. Help with daily tasks, personal care and mobility to help people live more independently.

Personal Support Worker (PSW)
Support children and adults with intellectual and developmental disabilities (IDD). Help with daily living, personal care and life skills at home and in their community.

Personal Care Attendant (PCA)

Personal Support Worker Job Coach (PSWJC)

- Confirm **eligibility**
- Take a quiz to determine which home care **roles** best fit them
- Get step-by-step information about the application process – **including a general timeline** – before starting
- Watch a video of **a typical day** of a home care professional in the role of their choice
- Access the website in **eight different languages**



- On the website, there are step by step guides for each of the career options, as pictured here.
- There are important steps to pay attention to like the time frame in which the applicant must complete orientation.
- The step by step guide also provides tips like checking your email often as most communication goes through email and it can get lost in junk or spam folders.

Provider Navigator Program

Free one-on-one guidance for new and existing workers to help with:

- the application and enrollment process
- finding work
- accessing help in multiple languages

How the program helps

Provider Navigators help with the enrollment process so you can join the workforce quickly and find work easily. They also help you develop skills to be successful in your role.

You can get up to **20 hours of free help** in the following areas:

Getting started

Help filling out enrollment forms, completing a background check and signing up for new worker orientation and training.

Finding jobs

Help finding jobs, using the Carina website, making a resumé and getting ready for interviews.

Staying connected

Help meeting other workers and finding useful resources.

Working with your local office

Help talking to your local office and knowing what to do after you get your provider number.

Skills and training

Help with verbal and written communication skills and staying professional.

Using technology

Help learning basic computer skills.

Managing work

Help with timekeeping and using the payment system, keeping track of your tasks or service agreement, managing your time, and making sure your paperwork is up to date.

Certifications and credentialing

Help tracking credential and dates, getting new certifications, and completing all required tasks for renewal.

[Oregon.gov/odhs/providers-partners/homecare-workforce/Pages/navigator.aspx](https://oregon.gov/odhs/providers-partners/homecare-workforce/Pages/navigator.aspx)

There are personal coaches to provide free support with the application process, finding jobs and more. Click [here](#) to access additional information about the Provider Navigator Program.

Helping to share the opportunity – thank you!

Find the online toolkit at OregonHomeCareJobs.com/PartnerToolkit

Materials available for download or printing:

- Poster
- Flyer
- Wallet card
- Job description
- Step-by-step applicant guides

Customizable materials for sharing:

- Newsletter content
- Email copy
- Talking points
- PowerPoint Presentation

- The campaign is grateful for people and organizations willing to share information with their networks, either those consisting of prospective applicants or people who might refer others to apply.
- The online toolkit is available at www.OregonHomeCareJobs.com/toolkit.
- Some current campaign collaborators are career specialists at community colleges, people from the Oregon Office of Rural Health, the Coalition of Local Health Officials, members of various WorkSource offices across the state, and others.

Thank you!

Applications:

OregonHomeCareJobs.com

TrabajosDeCuidadoSaludOregon.com/

Partner tools:

OregonHomeCareJobs.com/PartnerToolkit

