

# CAREER PATHS IN LONG-TERM CARE

Find a career  
uniquely suited  
to you.



## HEALTH SERVICES

Health Care Assistant | Certified Nursing Assistant | Certified Medical Assistant  
Certified Rehabilitation Assistant | Rehab + Restorative Aide | Resident Assistant | Home Health Aide

These roles involve:

- Providing direct and basic care to patients and assisting them in daily activities, such as bathing, dressing, personal hygiene, eating, walking and continence
- Collecting and reporting conditions and treatment plans to other caregivers and nurses

**EDUCATION REQUIRED:** While some roles only require on-the job training, other positions may require certification programs and exams. Training and testing is typically offered through facilities or community colleges, and most employers will pay for training.

## NURSING

Director of Nursing | Case Manager | Charge Nurse | MDS Coordinator | Home Health Nurse

These roles involve:

- Directing nursing care and supervising nursing activities performed by staff
- Providing specialized care, such as wound care, medication management and IV therapy
- Monitoring patients, developing patient care plans and implementing treatment
- Ensuring care is carried out in accordance with current federal, state and local standards

**EDUCATION REQUIRED:** A licensed practical nursing (LPN) or registered nursing (RN) degree.

## HOSPITALITY SERVICES

Homemaker | Housekeeper | Laundry Aide | Transportation Coordinator

These roles involve:

- Providing a safe and clean environment
- Performing housekeeping tasks, meal preparation and companionship activities

**EDUCATION REQUIRED:** Depending on the role, a CNA or CPR certification may be needed.



Iowa Health Care Association  
Iowa Center for Assisted Living  
Iowa Center for Home Care



## BUSINESS OPERATIONS

**Nursing Home Administrator | Assisted Living Director | Home Health Administrator**

These roles involve:

- Overseeing the day-to-day operations of the organization, including supervising clinical affairs, as well as managing staff and personnel, financial matters, medical care and medical supplies
- Ensuring the organization is in compliance with laws and regulations
- Expanding client bases and negotiating with insurance companies

**EDUCATION REQUIRED:** Depending on the organization, a two or four-year college degree is required, along with a state administrator license or assisted living manager certification.

**Other business operations roles include:** Office manager and receptionist, along with accounting, human resources, information technology, marketing and social services roles

## FOOD SERVICES

**Dietary Manager | Chef | Cook | Dietary Aide**

These roles involve:

- Implementing dietary and food service policies to meet residents' needs
- Reviewing menus and preparing nourishing meals to support specific diet orders
- Supervising and/or implementing the handling, preparation, cleanup and storage of food

**EDUCATION REQUIRED:** Depending on the role, required education ranges from prior kitchen experience to state certification as a qualified dietary supervisor.

## LIFE ENRICHMENT SERVICES

**Activity Director | Activity Aide**

These roles involve:

- Organizing and implementing a program of therapeutic activities to meet the social, emotional, educational and physical needs of residents in both group and individual settings
- Planning memory care programming, group outings and holiday events
- Managing activity assistants and volunteers

**EDUCATION REQUIRED:** Depending on the role, a state-approved activity professional certification may be required.

## CHECK OUT CURRENT JOB OPENINGS

View IHCA's Job Board to see openings throughout Iowa at:  
[www.iowahealthcare.org/careers/for-job-seekers/find-a-job](http://www.iowahealthcare.org/careers/for-job-seekers/find-a-job)



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