

Position	BLS / OES Median	Common model titles (not all inclusive)	Minimum Education and/or certification/Training/Experience
Direct Care (hourly)	\$15.48	Direct Care, Direct Care Blend, Non Specialized DC, Peer mentor, Family Specialist/ Partner	High School diploma / GED / State Training
Direct Care (annual)	\$32,198		
Direct Care III (hourly)	\$19.96	Direct Care Supervisor, Direct Care Bachelors	Bachelors Level or 5+ years related experience
Direct Care III (annual)	\$41,517		
Certified Nursing Assistant (hourly)	\$15.53		Completed a state-approved education program and must pass their state's competency exam.
Certified Nursing Assistant (annual)	\$32,302		
Case / Social Worker (hourly)	\$21.14	BA level social worker, LSW, BSW LDAC1	Bachelors Level or 8+ years related experience
Case / Social Worker (annual)	\$43,971		
Case Manager / Social Worker / Clinical w/o independent License (hourly)	\$25.32	LDAC2, LMSW, LCSW	Masters Level
Case Manager / Social Worker / Clinical w/o independent License	\$52,666		
Clinical w/ Independent licensure (hourly)	\$29.29	LPHA, LICSW, LMHC, LBHA, BCBA	Masters with Licensure in Related Discipline
Clinical w/ Independent licensure (annual)	\$60,923		
Clinical Manager (hourly)	\$40.06	Clinical Manager, Clinical Director	Masters with Licensure in Related Discipline and supervising/managerial related experience
Clinical Manager (annual)	\$83,325		
LPN (hourly)	\$27.62		Complete a state approved nurse education program for licensed practical or licensed vocation nurse
LPN (annual)	\$57,450		
Registerd Nurse (BA) (hourly)	\$41.76		Minimum of an associates degree in nursing, a diploma from an approved nursing program, or a Bachelors of Science in Nursing
Registered Nurse (BA) (annual)	\$86,861		
Registerd Nurse (MA / APRN) (hourly)	\$57.41		Minimum of a Masters of Science in one of the APRN roles. Must be licensed
Registered Nurse (MA / APRN) (annual)	\$119,413		

Support and Relief Staff are benchmarked to Direct Care \$32,198

Overnight staff (asleep or awake) benchmarked to \$14.25 / hr \$29,640 CY20 min. wage = \$13.50 and CY20 min. wage = \$14.25

Tax and Fringe = 22.31% Benchmarked to FY20 Commonwealth (office of the Comptroller) T&F rate, less terminal leave, retirement and Paid Family Medical Leave tax

BLS Occupation job title	Responsibilities	Min education	Min certification	Massachusetts BLS hourly wage (Median)
HHA or Direct Support Professional	Assist clients with activities of daily living. Housekeeping, meal prep, shopping. Home health aides may provide some basic health-related services; whereas, direct support professionals work with people who have developmental or intellectual disabilities. They may help create a behavior plan and teach self-care skills, such as doing laundry and cooking meals.	HS Diploma or equiv	complete formal training and pass a standardized test	\$14.49
Recreation Aide/Activity Specialist	Provide instruction and coaching primarily in one activity. Plan, organize, and lead activities for groups or recreation centers. Enforce safety rules to prevent injury. Modify activities to suit the needs of specific groups, such as seniors. Administer basic first aid if needed. Organize and set up activity equipment.	HS Diploma or equiv	may require otj training	\$13.20
Psychiatric Aide	Work with patients who are severely developmentally disabled and need intensive care, patients undergoing rehabilitation for drug and alcohol addiction. Assist with ADLs and ensure a safe and clean environment. Help transport patients within a hospital or residential care facility. Restrain patients who may become physically violent.	HS Diploma or equiv	otj training	\$15.10
Social and Human Service Assistants	Work with clients and other professionals, to develop a treatment plan. Help clients find assistance with daily activities, such as eating and bathing. Research services, such as food stamps and Medicaid, that are available to clients. Coordinate services provided to clients. Help clients complete paperwork to apply for assistance programs. Check in with clients to ensure that services are provided appropriately. Social and human service assistants have many job titles, including case work aide, clinical social work aide, family service assistant, social work assistant, addictions counselor assistant, and human service worker.	HS Diploma or equiv	otj training.	\$14.74
Community health worker	Assist individuals and communities to adopt healthy behaviors. Conduct outreach for medical personnel or health organizations to implement programs in the community that promote, maintain, and improve individual and community health. May provide information on available resources, provide social support and informal counseling, advocate for individuals and community health needs, and provide services such as first aid and blood pressure screening. May collect data to help identify community health needs.	HS Diploma; state training		\$20.05
Residential advisor	Coordinate activities in residential facilities in dormitories, group homes, or similar establishments. Maintain household records and assign rooms. May assist residents with problem solving or refer them to counseling resources.	HS Diploma or equiv	short term otj training	\$15.32

BLS Occupation job title	Responsibilities	Min education	Min certification	Massachusetts BLS hourly wage (Median)
substance abuse, behavioral disorder, and mental health counselors	Counsel and advise individuals, families, or groups to prevent or treat substance abuse problems, behavioral disorders, or a broad range of mental health issues in order to promote optimum mental and emotional health	bachelors degree		\$21.33
community and social service specialists	All community and social service specialists not listed separately.	bachelors degree		\$19.86
psychiatric technicians	Care for individuals with mental or emotional conditions or disabilities, following the instructions of physicians or other health practitioners. Monitor patients' physical and emotional well-being and report to medical staff. May participate in rehabilitation and treatment programs, help with personal hygiene, and administer oral or injectable medications.	post secondary nondegree award		\$21.26
HHA or Direct Support Professional	Assist clients with activities of daily living. Housekeeping, meal prep, shopping. Home health aides may provide some basic health-related services; whereas, direct support professionals work with people who have developmental or intellectual disabilities. They may help create a behavior plan and teach self-care skills, such as doing laundry and cooking meals.	HS Diploma or equiv with more than 5 years experience in field	complete formal training and pass a standardized test	\$17.39

This is a line item to demonstrate upward mobility for a Direct Care with 5+ years experience (this is 20% increase over that in the Direct Care tab)

BLS Occupation Job Title	BLS responsibilities	Min education / certification	Massachusetts BLS hourly wage (Median)
Nursing Assistants	help provide basic care for patients in hospitals and residents of long-term care facilities.	must complete a state-approved education program and must pass their state's competency exam.	\$ 15.53

BLS Occupation job title	Responsibilities	Min education	Min certification	Massachusetts BLS hourly wage (Median)	
Child and Family Social Worker	Assess client needs and challenges; advocate for community resources; respond to crisis situations; maintain case files and records. Assist parents, arrange adoptions, and find foster homes for abandoned or abused children	Minimum of a Bachelors degree in social work with work experience. Masters degree	Drivers License and knowledge of Family Systems	\$21.14	
HHA or Direct Support Professional	Assist clients with activities of daily living. Housekeeping, meal prep, shopping. Home health aides may provide some basic health-related services; whereas, direct support professionals work with people who have developmental or intellectual disabilities. They may help create a behavior plan and teach self-care skills, such as doing laundry and cooking meals.	HS Diploma or equiv with more than 8 years experience in field	complete formal training and pass a standardized test	\$21.14	This is a line item to demonstrate upward mobility for a Direct Care with 8+ years experience (this is approx 45% increase over that in the Direct Care tab)

0 Responsibilities		Min education	Min certification	Massachusetts BLS hourly wage (Median)
Masters social worker [healthcare social worker]	Assess client needs and challenges; advocate for community resources; respond to crisis situations; maintain case files and records	Masters in social work	CPR/First Aide	\$ 29.55
Marriage and family therapists	Guide clients through the process of making decisions about their future; encourage clients to discuss their emotions and experiences; refer clients to other resources or services in the community	Masters degree and a license to practice	N/A	\$ 25.28
Social worker [child and family sw]	Assess client needs and challenges; advocate for community resources; respond to crisis situations; maintain case files and records	Masters degree	Master's	\$ 21.14

BLS Occupation job title	BLS Responsibilities	Min education / certification	Massachusetts BLS hourly wage (Median)
Masters social worker	Assess client needs and challenges; advocate for community resources;	Master's Degree	\$29.55
Masters social worker	Assess client needs and challenges; advocate for community resources; respond to crisis situations;	Masters	\$29.55
mental health and substance abuse social worker	Assess and treat individuals with mental, emotional, or substance abuse problems. Activities may include individual and group therapy, crisis intervention, case	Master's Degree	\$18.43
Masters social worker [healthcare social worker]	Assess client needs and challenges; advocate for community resources; respond to crisis situations;	Masters degree	\$29.55
Masters social worker [healthcare social worker]	Assess client needs and challenges; advocate for community resources; respond to crisis situations;	Masters degree in social work, mental health or related discipline	\$29.55
Masters social worker	Assess client needs and challenges; advocate for community resources; respond to crisis situations;	Masters	\$29.55
Psychologist	Observe, interview, and survey individuals; identify psychological, emotional, behavioral, or organizational issues; diagnose disorders; research (assess) and identify behavioral or emotional patterns; discuss treatment plans with clients; supervise interns	MA in psychology or related field. Must have extensive knowledge of applied behavior analysis, cognitive behavioral interventions and a minimum of 4 yearsâ experience working with individuals with developmental disabilities exhibiting severe behavior problems.	\$38.37
Health care social worker	Provide individuals, families, and groups with the psychosocial support needed to cope with chronic, acute, or terminal illnesses. Services include advising family care givers, providing patient education and counseling, and	MA	\$29.55
Masters social worker	Assess client needs and challenges; advocate for community resources;	Master's Degree	\$29.55

BLS Occupation job title	BLS Responsibilities	Min education / certification	Massachusetts BLS hourly wage (Median)
Psychologist	Observe, interview, and survey individuals; identify psychological, emotional, behavioral, or organizational issues; diagnose disorders; research (assess) and identify behavioral or emotional patterns; discuss treatment plans with clients; supervise interns, clinicians, and counseling professionals	Master Degree in Psychology, Social Work or related field	\$ 38.37
Clinical nurse specialist	Advanced practice nurse providing psychiatric-mental health nursing; serve in leadership roles and may provide education and advising to clinical team members	masters level	\$ 41.76

BLS Occupation job title	BLS Responsibilities	Min education / certification	Massachusetts BLS hourly wage (Median)
Licensed Practical Nurse	Provide basic nursing care under the direction of registered nurses and doctors.	Complete a state approved nurse education program for licensed practical or licensed vocation nurse. Typical program lasts one year, but may take longer and includes a supervised clinical experience	\$27.62

BLS Occupation job title	BLS Responsibilities	Min education / certification	Massachusetts BLS hourly wage (Median)
Registered Nurse (Associates/ Bachelors level)	provide and coordinate patient care, educate patients and the public about various health conditions.	minimum of an associates degree in nursing, a diploma from an approved nursing program, or a Bachelors of Science in Nursing	\$ 41.76

BLS Occupation job title	Min education / certification	BLS Responsibilities	Massachusetts BLS hourly wage (Median)
Registered Nurse Masters Level	Minimum of a Masters of Science in one of the APRN roles. Must be licensed	coordinate patient care and may provide primary and specialty healthcare. The scope of practice varies from state to state	\$ 57.41