

# Caregiver Careers Washington Website Relaunches

After nine months of collaboration, the updated Caregiver Careers Washington website is live, thanks to the Workforce Development Team and the Workforce Communications and Marketing Manager.

This is more than a refresh. The site has grown from a single landing page into a full resource hub designed to make caregiving careers visible, accessible, and supported across Washington. With plain-language content and mobile-friendly design, it helps future caregivers feel valued and respected for the essential role they play.



## The site now offers:

- Easy-to-navigate pages with improved accessibility.
- Information about Home Care Aide, Nursing Assistant Certified, and Paid Family Caregiver roles.
- Links to trusted DSHS resources and training opportunities.
- Access to past issues of our newsletter and caregiving resources.
- A substantial resource page that will continue to expand.

The launch is a major milestone in Washington's effort to strengthen long-term care by investing in the people who provide it. **Special thanks to the local caregivers who generously participated in the photography and videography featured on the site—their presence brings authenticity and heart to this resource.**

Visit [caregivercareerswa.com](https://caregivercareerswa.com) to explore the new site and share it with someone who may be ready to start their journey in care.





## Honored to Learn and Present at the Tribal Summit

The Workforce Development Team was honored to present at the 2025 Money Follows the Person Tribal Initiative Learning Collaborative Summit, held October 22 to 24 at the Great Wolf Lodge in Grand Mound, Centralia, Washington. The summit took place on the tribal homelands of the Confederated Tribes of the Chehalis Reservation and brought together Tribal and state partners from five participating states.

The summit emphasized listening to Tribal communities to better understand their priorities for care and support within their own communities.

The Workforce Development Team presented on Thursday to two engaged groups. The sessions focused on strategies to grow and support the caregiving workforce, highlighting the high school home care aide program, caregiver retention, professional development, workforce navigators support, remote caregiving, and marketing approaches.

These conversations highlighted the importance of listening, adapting, and co-creating solutions that reflect the strengths and needs of Tribal caregivers.

The team is grateful for the opportunity to learn alongside Tribal partners and remains committed to supporting caregiving careers through accessible, respectful, and community-driven workforce development.



(L to R) Carly Seagren, Stephanie Marko, Steve Sickles, Stacy Graff, Julie Gardner, Naomi Spector and Stephanie Cahill.

## Lessons in Retention from Adult Family Homeowners

Washington state continues to face a caregiver shortage, making the question of how to recruit—and more importantly, retain—dedicated caregiving staff more urgent than ever. On September 25–26, members of the Home and Community Living Administration's Workforce Development Team joined the Adult Family Home Council's Fall Conference.

The AFH Council works to improve the lives and well-being of vulnerable adults by supporting adult family homes. This year's conference brought together providers, advocates, and leaders to share strategies, build connections, and reimagine the future of caregiving.

Our team shared resources available to AFH providers on recruitment and retention, while also learning directly from those who are succeeding. Conversations with adult family homeowners revealed a powerful theme: **treating caregivers like family** is key to building strong, loyal teams.



(L to R) Stacy Graff and Naomi Spector



# Emergency Rules for Home Care Aide Certification Timeline – Senate Bill 5672

The Washington State Department of Health filed the emergency rules to extend the certification timeline for long-term care workers applying for home care aide certification, as authorized by [Senate Bill 5672](#) (chapter 341, Laws of 2025).

The department implemented the new certification timeline of 365-days from the date of hire, or 425-days from the date of hire for a provisional certification - an extension from the current certification timeline requirements. This change is intended to provide caregivers and employers additional support and flexibility during the certification process and aligns with ongoing efforts to reduce barriers in the long-term care workforce.

The emergency rules have been filed on Aug. 25, 2025, under [WSR 25-18-034](#). The department determines that this emergency rule **is retroactive for people who are currently pending** a home care aide certification. **This emergency rule will expire on Dec. 31, 2027.**

\*Corrected table below of examples for clarification:

You are <b>over</b> 365-days since your date of hire and you are currently pending certification.	Your certification timeline may be re-set to 365-days if you submit a new <a href="#">Employment Verification Form</a> to the department with valid re-hire date.
<b>You are no longer able to work</b> because you are over the original 200-day certification timeline and are currently pending certification.	Your certification timeline is re-set to 365-days from your date of hire, so you may continue working.
You apply for certification <b>on or before</b> Dec. 31, 2027, with a hire date <b>on or before</b> Dec. 31, 2027.	Your certification timeline will be 365-days from your date of hire.
<b>You apply for certification after Dec. 31, 2027</b> , regardless of hire date.	Your certification timeline will be 200-days from your date of hire.

If you have any questions, please contact the Home Care Aide program at [homecareaide@doh.wa.gov](mailto:homecareaide@doh.wa.gov). To view original resource visit: [DOH Announcement](#).

## Workforce Navigators

Have questions about becoming a caregiver? Get support on your journey to becoming a caregiver. Discover caregiving resources, upcoming events, benefits, and job openings.



**Julie Gardner**  
Central & Eastern Washington  
[Julie.gardner@dshs.wa.gov](mailto:Julie.gardner@dshs.wa.gov)  
360.280.1480



**Naomi Spector**  
King County & Northwest Washington  
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**Yan Heng**  
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360.584.7532



## Naamati's story: Building a new life through caregiving



When Naamati arrived from Jerusalem to visit her daughter, she never expected to stay. War and conflict prevented her return home, and she suddenly faced the challenge of starting over in the United

States. At a community outreach event, she met Julie, a workforce navigator, and learned about caregiving careers. With a background in caregiving and teaching cooking classes, Naamati was eager to rejoin the profession she loved.

Securing authorization to work was her first step. Once approved, she applied with a caregiver agency and Consumer Direct Care Network Washington. A donated car helped her get to and from work, and she quickly began serving clients close to home. Her compassion and reliability stood out, and soon she was recognized in her community for the respectful, attentive care she provided.

As demand grew, Naamati encouraged others in her community to consider caregiving. She mentored new recruits and connected them with Julie and other resources to get hired, multiplying the impact of her work.

Determined to strengthen her English, Naamati chose to complete her 70 hours of training in English rather than a translated version. With support from her navigator and employer, she successfully passed her certification exams — a milestone that affirmed her skills and dedication.

Today, Naamati not only supports her family but also gives back. She passed on her donated car to another immigrant, mentors new caregivers, and inspires others. Her journey is a testament to resilience, generosity, and the power of caregiving to build community.

## Let's Connect

Looking to bring the Home Care Aide Program to your high school? Reach out for more information.



**Carly Seagren**  
High School Liaison  
Carly.seagren@dshs.wa.gov  
360.725.2634

## Congratulations to Our New Programs!

We're excited to celebrate the launch of the High School Home Care Aide Training Program at Cascadia Tech Academy in Vancouver (June) and Omak High School (August). These programs open doors for students to explore caregiving careers. Learn how the program works and how it's helping grow the next generation of caregivers by visiting [DSHS website](#).



## Resources

[DSHS Long-Term Care Services & Information](#)  
[Department of Health Home Care Aide Certification](#)  
[Residential Care Online Incident Reporting](#)  
[Report Concerns Involving Vulnerable Adults](#)  
[Consumer Direct Care Network Washington](#)  
[DSHS Family Caregiver Handbook PDF](#)  
[SEIU 775 Benefits Group](#)  
[CareLearn Washington](#)  
[Caregiver Support Groups](#)

Please email [caregivercareerswa@dshs.wa.gov](mailto:caregivercareerswa@dshs.wa.gov) for questions or comments.

