

CAREERS IN OLDER ADULT SERVICES

Quick Facts

Activities Director

Activities Directors, frequently called Directors of Lifestyle Services, plan and work with residents on fun and meaningful activities for them. These may include art, games, music, yoga, and trips to museums or plays.

- Education needed: Associate's degree or Bachelor's degree
- Salary: \$25,000-\$48,000
- Similar careers: teacher, recreation therapist, sales
- Job outlook: above-average growth

Business and Office Management

Business and office management career options include administrative assistant (who keep track of accounts payable, receivables and medical records), senior accountant, among other jobs.

- Education needed: High school diploma — Bachelor's degree in Accounting
- Salary: \$26,000-\$75,000
- Similar careers: bank teller, pharmacy technician, computer code writer
- Job outlook: above-average growth

Culinary Services

Culinary services include numerous careers, including servers, cooks, and executive chefs. Education needed: High school diploma — Culinary Arts degree and/or Chef Certification

- Salary: \$25,000- \$60,000
- Similar Careers: restaurant worker, cook, dietician
- Job outlook: above-average growth

Educator

Teachers in older adult services can teach staff how to provide the best care to residents in a community — or, if there is an attached day care center, teach young children.

- Education needed: Associate's degree for Daycare Teacher and Bachelor's degree for Staff Educator
- Salary: \$28,000-\$96,000
- Similar careers: teacher, school counselor, business manager
- Job outlook: above-average growth

Environmental Services

Environmental services include a range of careers in older adult communities, such as groundskeepers, janitors, and housekeepers.

- Education needed: on-the-job training — but formal education is needed to advance in the field
- Salary: \$25,000-\$81,000
- Similar careers: florist, beautician, pest control specialist
- Job outlook: above average growth

Fundraising and Development

Communities can raise money to help improve services for their older adult residents. Buildings, grounds, and services may be updated using donations. Some people start in this career by doing grant writing.

- Education needed: Associate's degree or Bachelor's degree
- Salary: 51,000-\$141,000
- Similar careers: sales, teacher, nonprofit employee
- Job outlook: average growth

Home Care

Many people are choosing to age in their home, and home care workers provide services to them, such as providing medications, assisting with cooking and cleaning, and helping in other ways, as needed.

- Education needed: High school diploma (aide) and Associate's degree (registered nurse)
- Salary: \$23,000-\$98,000
- Similar careers: childcare worker, medical assistant, social service assistant
- Job outlook: high growth

Hospice

Hospice workers help people at the end of their lives and provide support to their family. Careers range from volunteer coordinators, to social workers, to center directors.

- Education needed: Associate's degree — Bachelor's degree
- Salary: \$21,000 (aide) - \$63,000 (registered nurse), \$93,000 (director)
- Similar Careers: pastoral care, counseling, social work
- Job outlook: high growth

Human Resources

Human resource careers include many jobs in older adult communities, such as coordinators, recruiters, and directors. These employees recruit new staff, orient them to an organization, and ensure that company rules are in place and followed.

- Education needed: Bachelor's degree
- Salary: \$47,000-\$110,000
- Similar careers: career counselor, insurance and business manager, business manager
- Job outlook: average growth

Information Technology

Careers in information technology are of increasing importance in older adult communities as they adopt new technology for residents and staff. People in these jobs may be system engineers or the technical director for an organization.

- Education needed: Bachelor's degree plus certain technical certifications
- Salary: \$50,000-\$140,000
- Similar careers: computer programmer, mathematician, medical records specialist
- Job outlook: above-average growth

Maintenance

Maintenance workers in older adult communities complete general repairs, such as painting, flooring, plumbing, etc.

- Education needed: High school diploma, technical school preferred
- Salary: \$31,000-\$55,000
- Similar careers: mechanic, carpenter, electrician
- Job outlook: average growth

Management

Administration careers range from nursing home administrators to the CEO of a community — with many leadership positions in between.

- Education needed: Bachelor's degree, Master's degree and special license
- Salary: \$100,000-\$250,000
- Similar careers: hospital administration, financial manager, construction manager
- Job outlook: above-average growth

Marketing

Marketing professionals in older adult services advertise the many programs and services their community has to offer. Jobs include sales associates and directors of marketing.

- Education needed: Bachelor's degree
- Salary: \$55,000-\$130,000
- Similar careers: writer, editor, graphic designer, sales
- Job outlook: above-average growth

Nursing Administration

A nursing administrator is a management position and he or she oversees the clinical teams in the older adult community. Jobs in this career ladder include registered nurse supervisors, clinical managers, or directors of nursing.

- Education needed: Bachelor's degree in Nursing
- Salary: \$74,000-\$90,000
- Similar careers: manager, administrators in other health services, health insurance agent
- Job outlook: high growth

Nursing Services

Nursing services careers include nursing assistants, senior nursing assistants, Licensed Practical Nurses and Registered Nurses.

- Education needed: Special training for nursing assistant, Associate degree or Bachelor's degree for a nurse
- Salary: \$21,000 (nursing assistant) — \$63,000 (registered nurse)
- Similar careers: home care aide, dental assistant, veterinary assistant
- Job outlook: above-average growth

Nutrition Services

Nutritionists help plan meals and menus based on the health needs of people in older adult services.

- Education needed: Associate's degree or Bachelor's degree
- Salary: \$38,000-\$60,000
- Similar careers: health teacher, chef, athletic trainer
- Job outlook: above-average growth

Pastoral Care

People in pastoral care careers help residents with their spiritual life, along with the challenges of growing older. Career options include bereavement counselors and religious leaders.

- Education needed: Master's degree
- Salary: \$46,000-\$61,000
- Similar careers: counselor, marriage therapist, motivational speaker
- Job outlook: average growth

Rehabilitation Services

Therapists assist older adults who may need therapy to improve their quality of life, such as helping them improve their speech or recover from injuries.

- Education needed: Associate's degree for assistants, Master's degree for occupational therapy and speech and language therapists, Doctorate for physician therapists
- Salary: \$55,000-\$100,000
- Similar careers: nursing, exercise trainer or instructor, chiropractor
- Job outlook: high growth

Service Coordinator

Service coordinators assist older adults living in affordable housing communities access the health and wellness services they need to age in community.

- Education needed: High school diploma – Bachelor's degree
- Salary: \$33,000-\$64,000
- Similar careers: social worker, childcare worker, mental health counselor
- Job outlook: above-average growth

Social Services

Social workers assist older adults in many ways. They help older adults and their families develop a care plan with the goal of ensuring a resident's well-being in the community. They also help coordinate these services and assess functional capacity of older adults.

- Education needed: Bachelor's degree or Master's degree
- Salary: \$45,000-\$65,000
- Similar careers: school counselor, marriage and family therapist, probation officer
- Job outlook: above-average growth

Transportation and Security

People in these jobs drive older adults to various locations, e.g., grocery stores, religious services, etc., and provide security for the community. Staff may begin as drivers and security guards and ultimately become a supervisor of these services.

- Education needed: High school diploma with some training
- Salary: \$31,000-\$46,000
- Similar careers: policeman, postal worker, taxi driver
- Job outlook: average growth

Note: Salaries and job outlook are national and will vary between geographic regions.