Your path to a more rewarding future!

Health Support SPECIALIST
A new era in older adult services has arrived and with it has evolved a new type of professional caregiver – the **Health Support Specialist (HSS)**. Your opportunity to be part of these exciting changes is now here. As part of this new generation of Health Support Specialists, you can:

- Earn while you learn
- Take classes online
- Qualify for a scholarship
- Receive certification from the Minnesota State Colleges and Universities System
- Receive a Registered Apprenticeship Health Support Specialist certificate from the State of Minnesota

If you are experienced in an adult care setting, you know the rewards. You are part of an important mission to care for individuals who have earned the respect that comes with age and the right to grow older with dignity. You, too, deserve to grow in your career as the models for care centers evolve. Organizations pioneering these changes recognize their staff members are on the front lines of these changes and they have provided the path for you to become a certified Health Support Specialist. Much of what you already know and the training you’ve already completed may be recognized toward your new certification.

If you are new to the field of aging services, you have made a wise choice. You are part of a cutting edge of change that offers you more opportunities than ever before. Care centers are removing the limits of compartmentalized roles that have stood in the way of reaching each staff member’s fullest potential. Health Support Specialist apprenticeship programs are redefining and transforming these roles for the benefit of dedicated caregivers and the older adults they serve. You have been drawn to the field of older adult services at a truly exciting time!

Research has shown that new career frameworks like Minnesota’s Health Support Specialist are the key to creating a team-based, person-directed environment where everyone can thrive. As you expand your skills, you will expand your satisfaction with your career and your value to your organization. Employers are developing new job descriptions and wage schedules to meet this new wave of employees. Will you be part of this landmark change?
**Eligibility**
Being selected for the Health Support Specialist program can be your career ladder to a more rewarding future. To be eligible, you must have the support of your employer, be at least 18 years old, have a high school diploma or GED and a Certified Nursing Assistant Certificate. Further minimum qualifications for enrollment are established by each employer and by the program sponsor, Aging Services of Minnesota.

**On-the-Job Learning**
HSS apprentices blend online learning with practice in their job setting. Experienced caregivers can receive credit for their skills and previous training while they learn new skills. Apprentices complete 2,500 hours of on-the-job training.

**Mentoring**
HSS apprentices work and learn under the direction of experienced, certified mentors whose goal is to help each apprentice succeed.

**Professional Development**
HSS is offered through a series of seven online college courses, each designed in partnership with several of Minnesota’s leading provider organizations, and taught by Minnesota State Colleges and University (MnSCU) system faculty.

**Wage Progression**
HSS apprentices are provided the opportunity to “earn while they learn” based on a progressive pay scale that increases as skills increase. Each participating organization establishes a unique pay scale for their employees moving towards HSS certification.

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### HSS Curriculum

<table>
<thead>
<tr>
<th>Course</th>
<th>Credits</th>
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<tbody>
<tr>
<td>Assessment &amp; Orientation</td>
<td>3 credits</td>
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<tr>
<td>Health Support Specialist in Meaningful Activities</td>
<td>1 credit</td>
</tr>
<tr>
<td>Health Support Specialist in Physiological Care</td>
<td>1 credit</td>
</tr>
<tr>
<td>Health Support Specialist in Memory Care</td>
<td>1 credit</td>
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<tr>
<td>Health Support Specialist in Psychosocial Care</td>
<td>1 credit</td>
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<tr>
<td>Health Support Specialist in Culinary Care</td>
<td>1 credit</td>
</tr>
<tr>
<td>Health Support Specialist in Environmental Services</td>
<td>1 credit</td>
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</tbody>
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**CNA pre-requisite is required.**

145 hours of online classroom training, 9 credits plus 2,500 hours of on-the-job training.

Participants may not be required to duplicate any existing certifications.
Cost and Scholarships

Fees to complete the seven HHS courses are approximately $190 per credit hour, a total of about $1,710. For participating organizations, this program has been designed to be entirely reimbursable through the Minnesota Nursing Facility Employee Scholarship Program, which is administered through the Minnesota Department of Human Services.

Support

HSS was developed through, and has the full support of, Minnesota’s largest older adult services association, Aging Services of Minnesota. Lifelong learning opportunities and resources for caregivers are a hallmark of this highly respected organization.

For further information, visit:
www.healthsupportspecialist.org
Aging Services of Minnesota
2550 University Avenue West, Suite 350 South
St. Paul, MN 55114-1900
651.645.4545 • Fax: 651.645.0002
www.agingservicesmn.org

Health Support Specialist was developed in part through an innovation grant from HealthForce Minnesota – a Center of Excellence within the Minnesota State Colleges and Universities System. The Center is a collaborative partnership of educators, healthcare providers and the community, working to increase the number and expand the diversity of healthcare workers; integrate health science education practice and research; and build capacity for both education partners and the provider community to enhance care and services for all Minnesotans.