



High School Credit for Caring Careers

OVERVIEW

High school students in grades 11 and 12 can earn elective credits if employed by long-term care providers, assisted living, or other health care providers. This new earn-and-learn opportunity allows Minnesota students to gain valuable work experience, connect with older adults in their community, and explore healthcare careers – all while earning high school credit *AND* a paycheck.

Read on to learn more about this new opportunity and the five steps providers should take to leverage this program to recruit and retain high school students in their settings, with templates and resources to help along the way.

BACKGROUND

We know there's no silver bullet to solve our workforce crisis. It will take out-of-the-box thinking and partnership to help us recruit and retain the workforce needed to care for our growing population of seniors. That's why LeadingAge Minnesota supported legislation to create viable pathways and incentives for younger generations to enter our workforce.

The provision was passed within the [K-12 Education Omnibus Bill](#) during the 2023 legislative session allowing students to earn credit for experiential learning experiences in the senior care sector. Throughout the 2023 session, LeadingAge Minnesota and the Long-Term Care Imperative provided in-person and written testimony to support this legislation. Learn more about these efforts in the [2023 Legislative Report](#).

EFFECTIVE DATE: Beginning 2023-2024 academic school year

CREDITS: Students may earn up to two (2) elective credits each year. A student may earn one (1) elective credit for every 350 hours worked, including hours during the summer.

ELIGIBLE STUDENTS: Minnesota students in grades 11 and 12

ELIGIBLE EMPLOYERS:

- Long-term care facility
- Licensed assisted living
- Home and community based services provider
- Hospital or health system clinic
- Childcare center

HOW IT WORKS: A student employed by an eligible employer must apply in the form or manner required by the school district or charter school. Providers should meet with their local school districts to learn how students can apply to receive elective credit. On the next page, providers can learn the best five next steps to take to leverage this new opportunity.



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Five-Steps Senior Care Providers Can Take Today

1. **Contact your local high school.** Providers should meet with their local high school principals, counselors, and school district representatives to encourage them to participate in this new opportunity. Search for your local high schools and school districts contact information on the Minnesota Department of Education [Schools and Districts Contact List](#). Make sure to ask them about any current process in place for how students can already apply to receive high school credit.
2. **Encourage your high school to create a form and process.** Eligible students must apply in the form or manner required by the school district or charter school. Since this is a new opportunity, schools may not have a process in place yet for students to apply and receive elective credit. [Use our sample template](#) to share with your local high schools to encourage them to participate. Once your high school has an application form and process in place, students can begin to apply for credit.
3. **Promote this opportunity in your recruitment messages.** Once your high school is on board, providers can leverage this incentive program to recruit high school students and retain the ones currently working in your settings. Make sure to add this opportunity to your job postings, bring it up during phone screens and interviews, or during other touchpoints during the onboarding process. Make sure your recruiters, hiring managers, and other staff that connect with new hires are aware of this new opportunity.
4. **Encourage your staff to participate.** Do you have 11th or 12th graders already working in your settings? Do your staff have children in high school looking for a part-time work? Make sure to tell them about this great new earn-and-learn opportunity! Also make sure to inform your human resources teams and supervisors that both high school students working in your settings and local schools may be reaching out to verify employment to receive credit.
5. **Spread the word with your community.** Once you've made contact with your school district and your staff, make sure to share the news with your broader community. Ask your local newspapers, radio stations, or other news outlets to share the opportunity. Need help with this? Just let the LeadingAge team know! Our team can help you spread the word by writing talking points, speaking with reporters, and sharing your stories on social media.