

Health Support Specialist

REGISTERED APPRENTICESHIP PROGRAM

Dual Training Competency Grants

While many aging services providers have expressed interest in implementing the Health Support Specialist (HSS) program, organizations often struggle to find the upfront funds to cover costs of training. The [Dual Training Grant Program](#) represents a real opportunity for some needed funds to implement this program.

During the 2014 session, the Minnesota Legislature created the PIPELINE Project to explore an employment based workforce model training staff through a system that has been successful in the United States and Europe for more than a century – *apprenticeship!*

PIPELINE targeted four areas of economic demand and growth with limited previous experience in the apprenticeship system: Health Care Services, Advanced Manufacturing, Agriculture, and Information Technology. The long-term goal is enhancing the number of skilled workers in Minnesota through dual-training and registered apprenticeship.

As a result of 12 Industry Council meetings and multiple employer sessions, working with LeadingAge Minnesota and others, legislation was passed to further enhance current dual-training and registered apprenticeship programs with health care a major focus due to the HSS program.

This grant program through the Minnesota Department of Labor and Industry helps any employers train staff through dual education models. The maximum grant per application is \$150,000 and the maximum cost of training per employee is \$6,000. Requirements to be receive grant funds include:

- The aggregate state and regional need for employees with the competency to be trained;
- The competency standards developed by the commissioner of labor and industry as part of the Minnesota PIPELINE Project;
- The per employee cost of training;
- The additional employment opportunities for employees because of the training;
- The projected increases in compensation for employees receiving the training;
- Amount of employer training match, if required, on both a per employee and aggregate basis;
- A large employer must pay for at least 25 percent of the training institution's or program's charge for the training to the training institution or program. A "large employer" means a business with more than \$25,000,000 in annual revenue in the previous calendar year.

100 percent of the HSS tuition is reimbursable via the previously mentioned scholarship programs, so ongoing education scholarship funds can be sustained indefinitely with no ongoing expenses.