



ARRM

In Partnership with



New Americans Fellowship for Leadership in Long-Term Care

The New Americans Fellowship for Leadership in Long-Term Care is a professional development program designed to support individuals who were born outside the United States, as well as their children, and are currently working in Minnesota's long-term care field (working in places like nursing homes, assisted living facilities, home and community-based services, adult foster care, and other support services for people who are aging or have disabilities).

This fellowship provides training, mentorship, and career guidance to help participants grow their skills, advance into leadership roles, and strengthen the long-term care workforce.

Program Purpose

Long-term care providers across Minnesota are experiencing workforce shortages and increasing demand for culturally responsive care. This program aims to:

- Support New Americans in building successful long-term care careers
- Increase diversity in leadership within the LTC workforce
- Improve employee retention and job satisfaction
- Strengthen career pathways for Direct Support Professionals (DSPs) and related roles
- Build a more inclusive and culturally responsive workforce

Who Should Apply

This program is designed for individuals who:

- Were born outside the United States and/or their children
- Are currently working in long-term care
- Are interested in professional growth and leadership development
- Can commit to participating in training and cohort activities

How Participants Are Selected

Applications will be reviewed based on:

- Interest in long-term care career advancement
- Commitment to completing the program
- Alignment with program goals

Space in each cohort is limited.

Program Structure & Timeline

Each cohort will participate in several months of training and mentorship activities.

Cohort 1: July 2026 Start

Cohort 2: November 2026 Start

Funding for this program has been provided by the New Americans Long-Term Care Workforce Grant from the Minnesota Department of Human Services.

Program Overview

This fellowship program offers two pathways depending on the applicant's years of experience in long-term care:

Pathway A: For Experienced DSPs <i>(2+ Years of Experience)</i>	Pathway B: For Emerging DSPs <i>(Less than 2 Years of Experience)</i>
The Designated Coordinator/Manager Development Program (DCDP)	Nuts & Bolts of 245D
Person-Centered Thinking	Overview of 9544
Principles of Leadership for Supervisors	Person-Centered Thinking
	Principles of Leadership for Supervisors

Course Descriptions

The Designated Coordinator/Manager Development Program

Three-day training, 22.5 total hours

The Designated Coordinator/Manager Development Program (DCDP) is an interactive course designed to help participants gain the knowledge, confidence, and skills necessary to be a successful DC or DM, especially for Intensive 245D Services. The DCDP course is intended to provide comprehensive training on management duties commonly required in licensed services. The curriculum includes a review of Minnesota regulations, development of documentation and support skills, practice facilitating meetings and reviews, development of behavior intervention skills, person-center topics, and other topics as appropriate.

Person-Centered Thinking (PCT)

Two-day training, 15 total hours

STAR Services is proud to offer Person Centered Thinking™ (PCT) training, developed by The Learning Community for Person Centered Practices. In this two-day interactive training, participants will learn the fundamental Person-Centered Thinking skills. These skills provide specific approaches which teach us how to listen intentionally to the people we support and act on what we have learned. The tools respectfully address issues of health and safety, from a variety of perspectives, while empowering the person to maintain control.

Principles of Leadership for Supervisors

24 total hours

This virtual training series is designed to develop the skills needed to be strong leaders and to help our staff become successful. Together we will cultivate the habits and expertise we need to foster harmony, productivity, and confidence at work. Topics include communication with diplomacy & tact, developing and retaining staff, having difficult conversations, creating a positive culture, mentoring and positive peer relationships, and others.



Nuts & Bolts of 24D Program Standards

7.5 total hours

The Nuts and Bolts course is designed to provide a detailed overview of this important statute and help you understand the responsibilities you hold to its requirements. We will walk through the major program (non-site specific) standards of chapter 245D and how DCs and DMs can implement these standards at their companies. Included in the walk through are topics related to services for each person supported regardless of 245D service.

In addition to person-specific topics, the Nuts and Bolts will discuss topics related to the overall compliance of the company or program. These topics will support a DC and DM in understanding what is necessary to provide person-centered services while being in compliance with statutory requirements.

Overview of 9544: The Positive Supports Rule

6.5 total hours

This course will walk you through Chapter 9544 and will discuss compliance in all areas and the methods to implement those requirements.

Core objectives of this course include a refreshed mindset on “behaviors” and why they occur including the difference between interfering and target behaviors, understanding the major principles of positive support strategies and how providers develop and document them, exploring the 5 Stages of Crisis and proactive and reactive strategies to address each stage, and others.

Cohort Learning Experience & Mentorship Support

5 total hours

Participants in both pathways will join a supportive peer cohort that includes:

- Career exploration sessions
- Leadership development support
- Guidance from experienced leaders and networking with industry professionals
- Peer support and community building

More information about these courses is available at STAR Services' website.

Participant Expectations

Selected fellows are expected to:

- Attend and actively participate in trainings
- Communicate with program staff about scheduling needs
- Complete program surveys and evaluations
- Work with their employer (if applicable) to support participation
- Demonstrate commitment to professional growth



Employer Partnership

Employers play an important role in supporting fellows. When possible, employers are encouraged to:

- Provide scheduling flexibility
- Support participation in training
- Encourage career advancement
- Help create an inclusive workplace environment

How to Apply

Interested individuals should complete the Fellowship Application Form. Applications for Cohort 2 open August 1, 2026 and are due by **5:00pm on September 11, 2026**. Program staff will review submissions and follow up with selected applicants.

Questions?

If you have questions about the program or application process, please contact:

Hannah Jenkins, ARRM Project Manager
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**Learn More and
Apply Now!**



Jennifer May of Star Services presenting at the ARRM Forward Conference in 2024